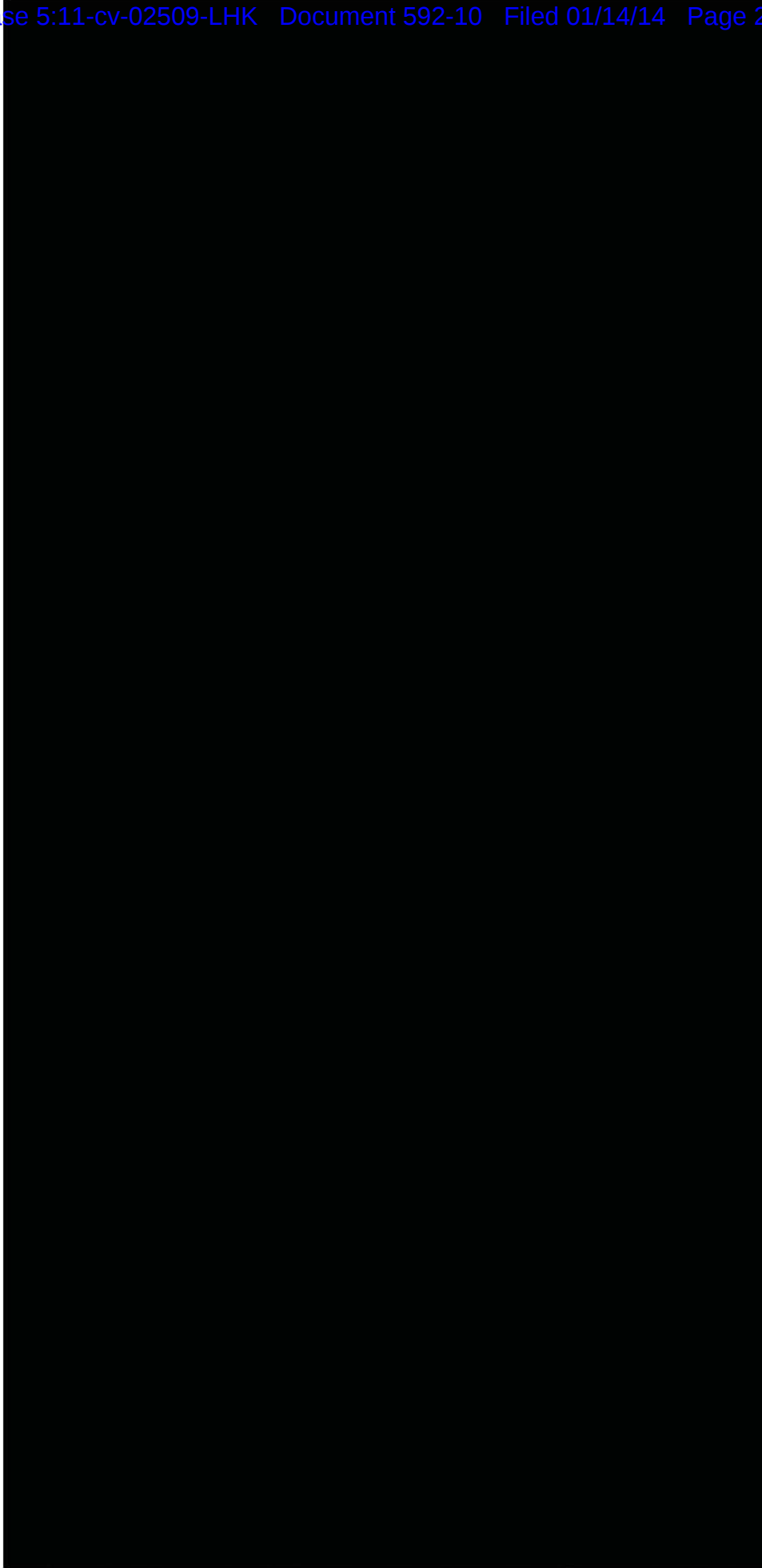


CISNEROS DECLARATION
EXHIBIT 5
REDACTED VERSION
(Part 4 of 4)

Highly Confidential

Appendix A1
Google - Base Salary by Grade
Technical, Creative, and R&D Class
2004



Base Salary (\$)

T1 T2 T3 T4 T5 T6 T7 T8 T9

Grade Level



Notes: Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup and Dr. Hallock's backup.

Appendix A2
Number of Employees and New Hires by Defendant and Year
Technical, Creative, and R&D Class
2001 - 2011

Defendant	Number of Employees										
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
ADOBE	1,582	1,441	1,450	1,579	2,205	2,218	2,277	2,400	2,552	2,489	2,639
APPLE	2,670	2,866	2,954	2,942	3,358	3,677	4,248	4,950	5,589	6,663	7,582
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
INTUIT	1,554	1,973	1,904	1,826	1,809	1,859	2,233	2,317	2,208	2,278	2,429
LUCASFILM	57	65	72	80	134	274	335	320	348	338	320
PIXAR	372	411	413	435	476	548	564	661	700	746	765
Total	34,479	33,874	33,511	33,586	40,470	41,208	42,529	44,202	45,238	48,948	55,285

Defendant	Number of New Hires										
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
ADOBE	214	120	131	215	724	331	311	258	382	297	348
APPLE	542	354	302	339	643	589	752	859	819	1,331	1,508
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
INTUIT	299	397	245	263	360	373	652	373	234	293	329
LUCASFILM	18	6	7	9	36	127	81	50	43	57	23
PIXAR	103	71	45	45	62	97	48	134	84	83	81
Total	4,371	2,031	1,865	3,239	7,649	4,742	4,753	4,996	2,981	5,930	8,512

Notes: The following employees are dropped: interns, part-time employees, senior executives, retail employees, non-U.S. employees, and hourly employees.

235 Intel's employees with home country other than the U.S. in 2009 are dropped.

New hires are defined as employees who have their first observed record within 12 months after their current hire date.

Employees with first observed records on January 2001 need to have been hired in that month in order to be counted as a new hires.

Source: Dr. Leamer's backup.

Appendix A3
Intel - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011

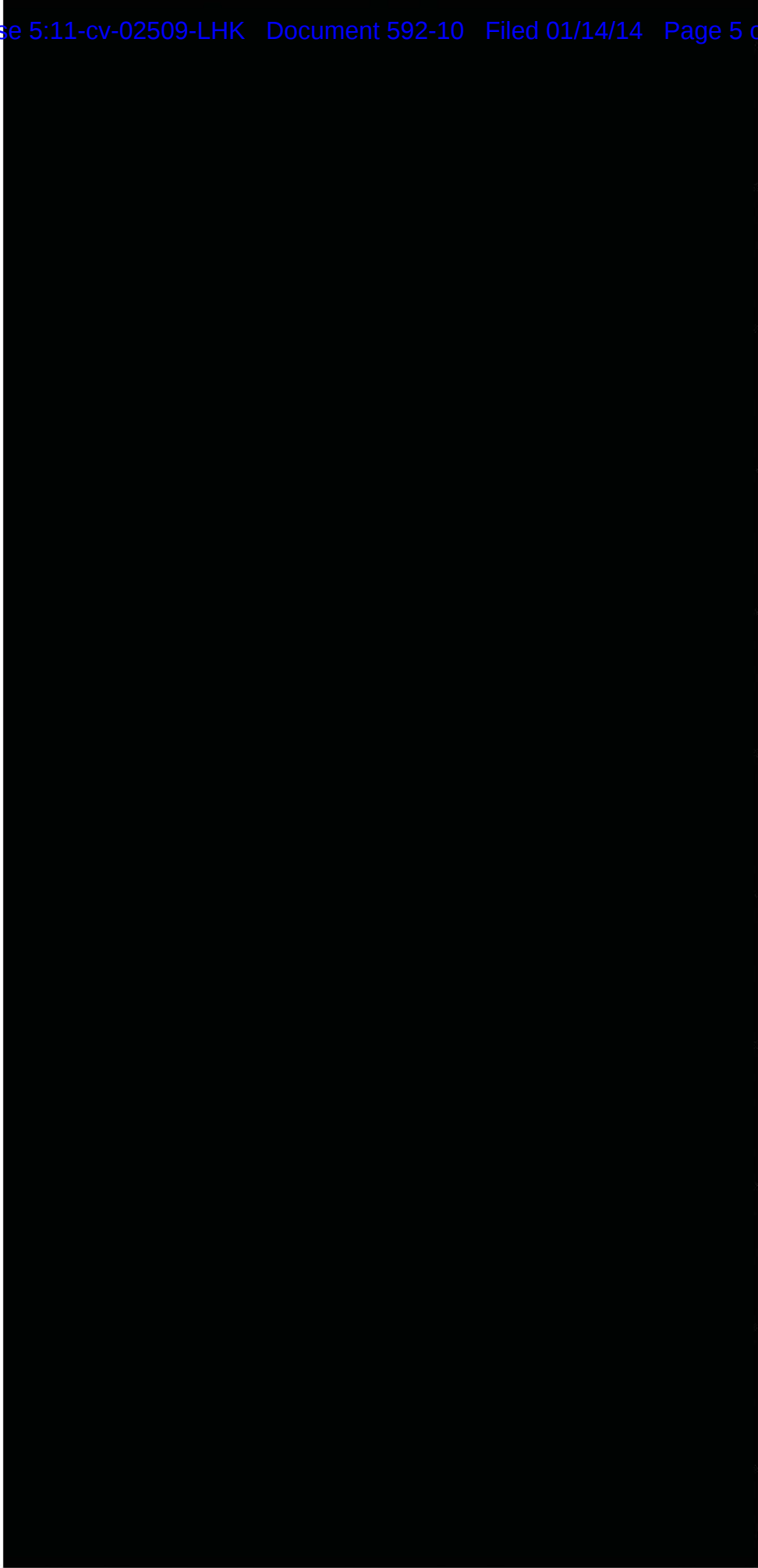


Note: 235 employees with home country other than the U S in 2009 are dropped

Source: Dr Leamer's backup

Highly Confidential

Appendix A4
Intel [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



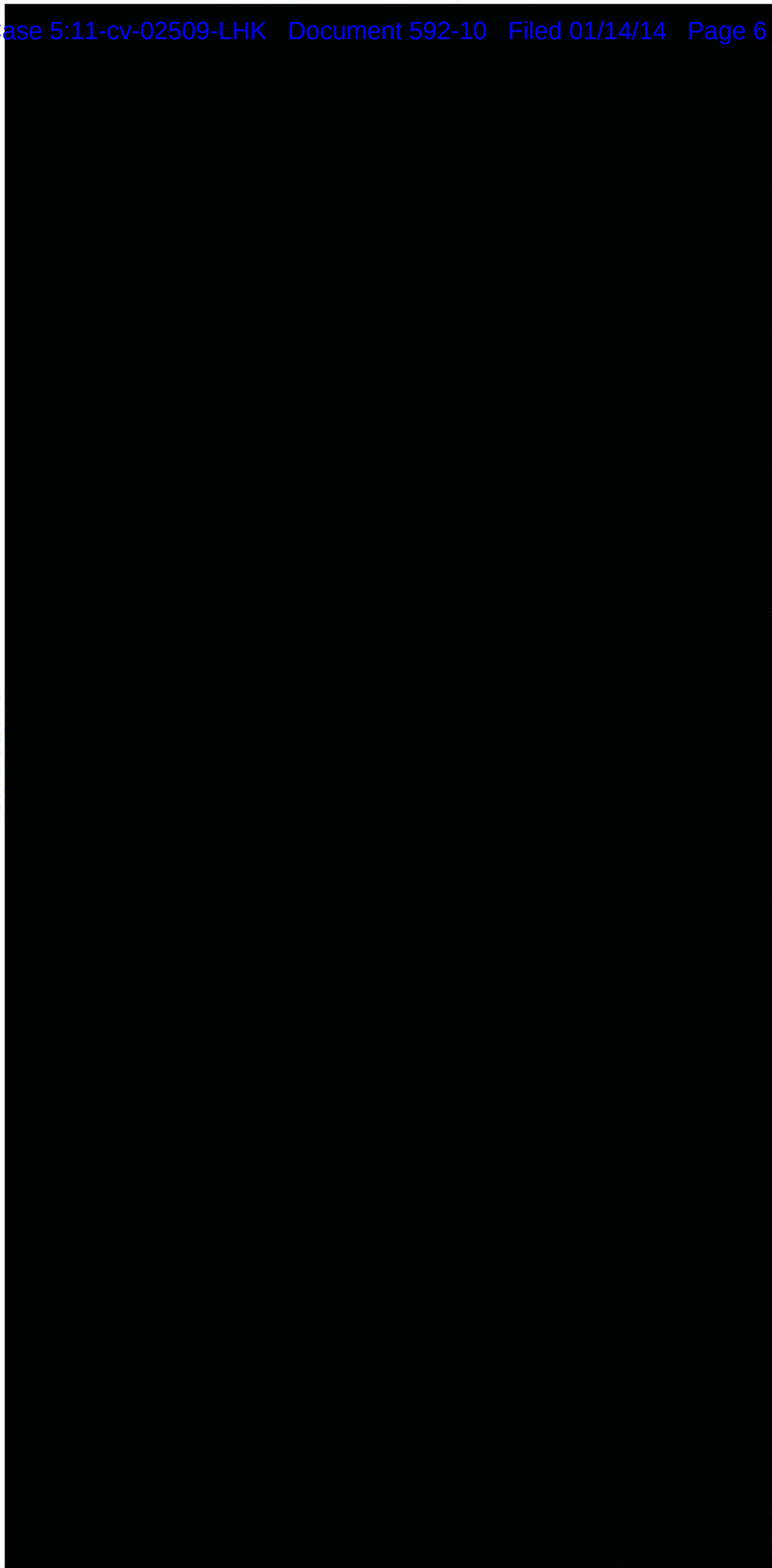
Base Salary (\$)



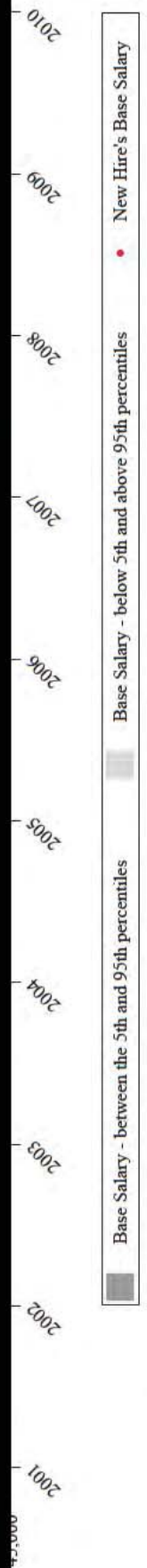
Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix A4
Intel - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



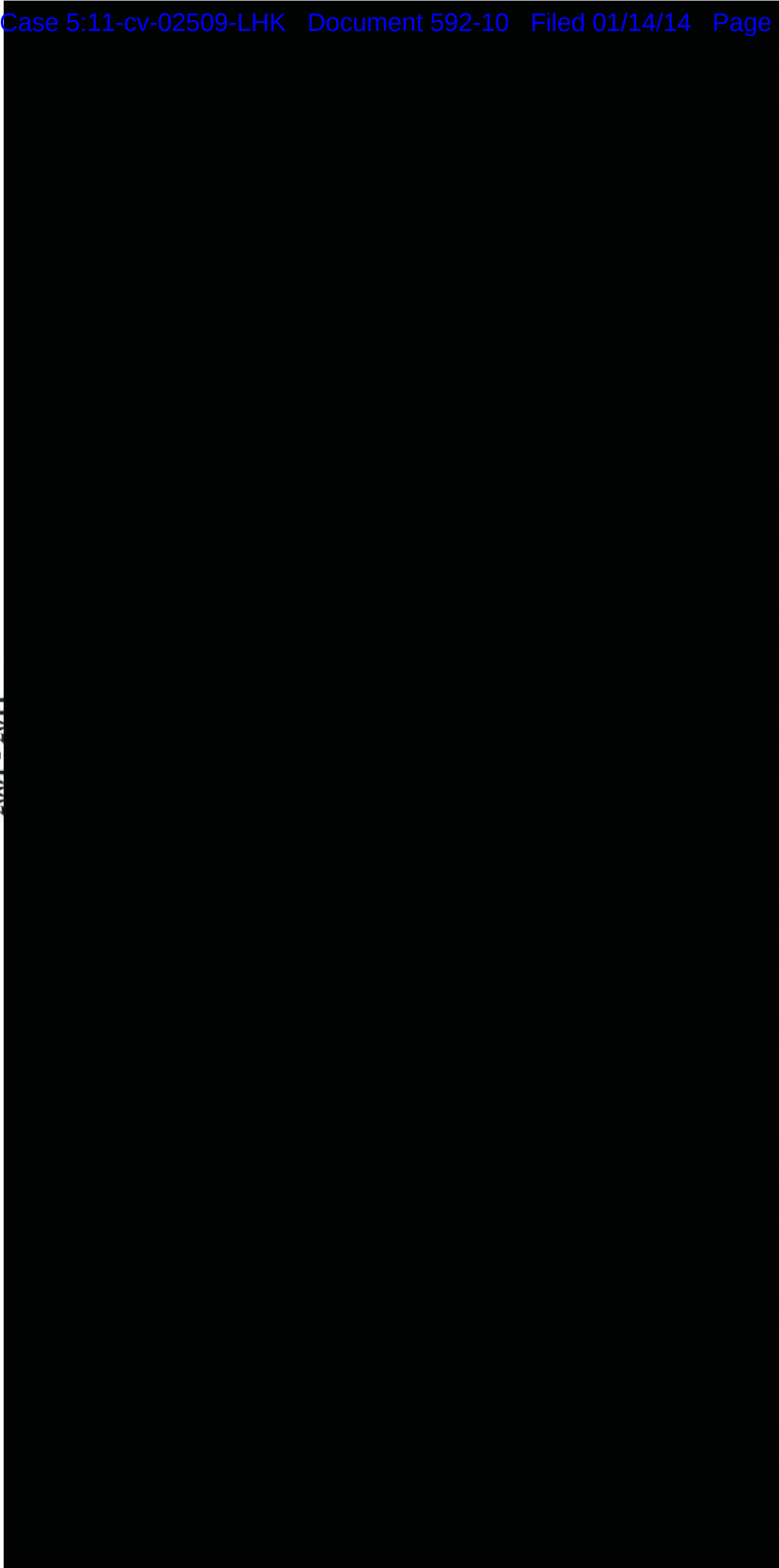
Base Salary (\$)



Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

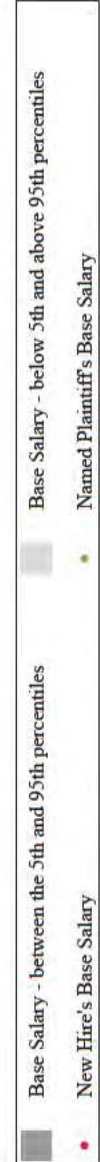
Highly Confidential

Appendix A4
Intel - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Base Salary (\$)

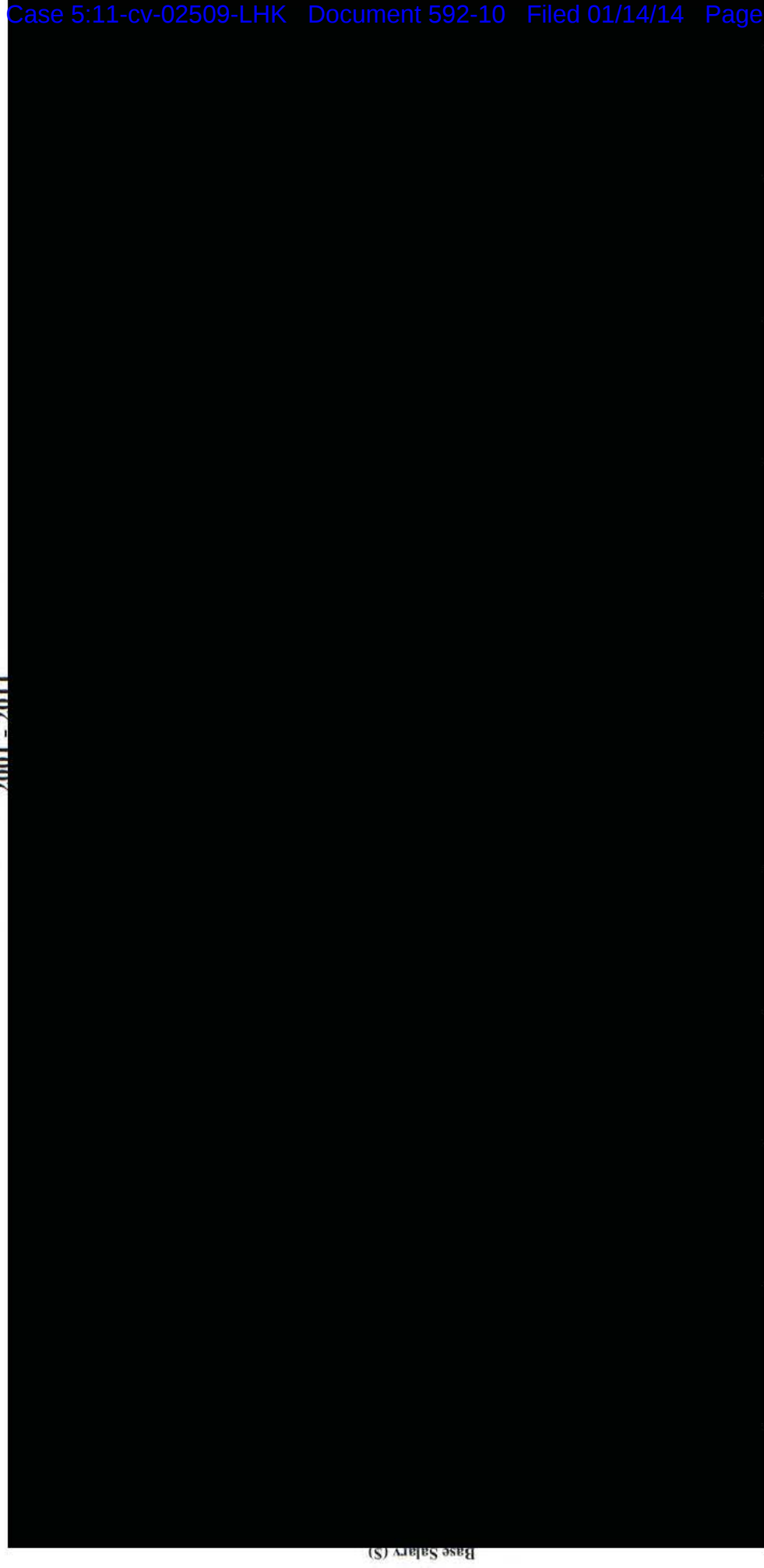
2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011



Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix A4
Intel [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Base Salary (\$)

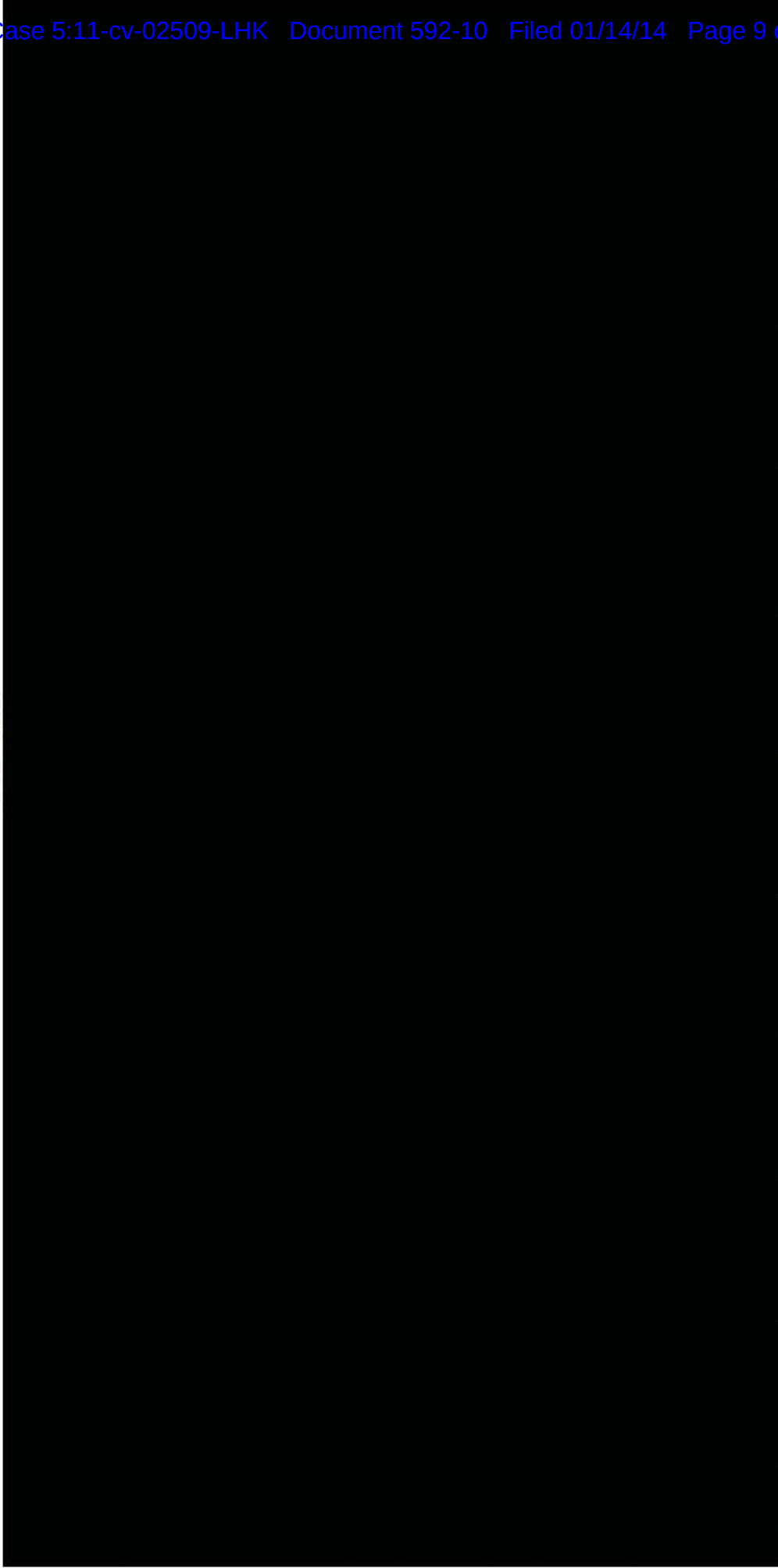
2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011



Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix A4
Intel - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



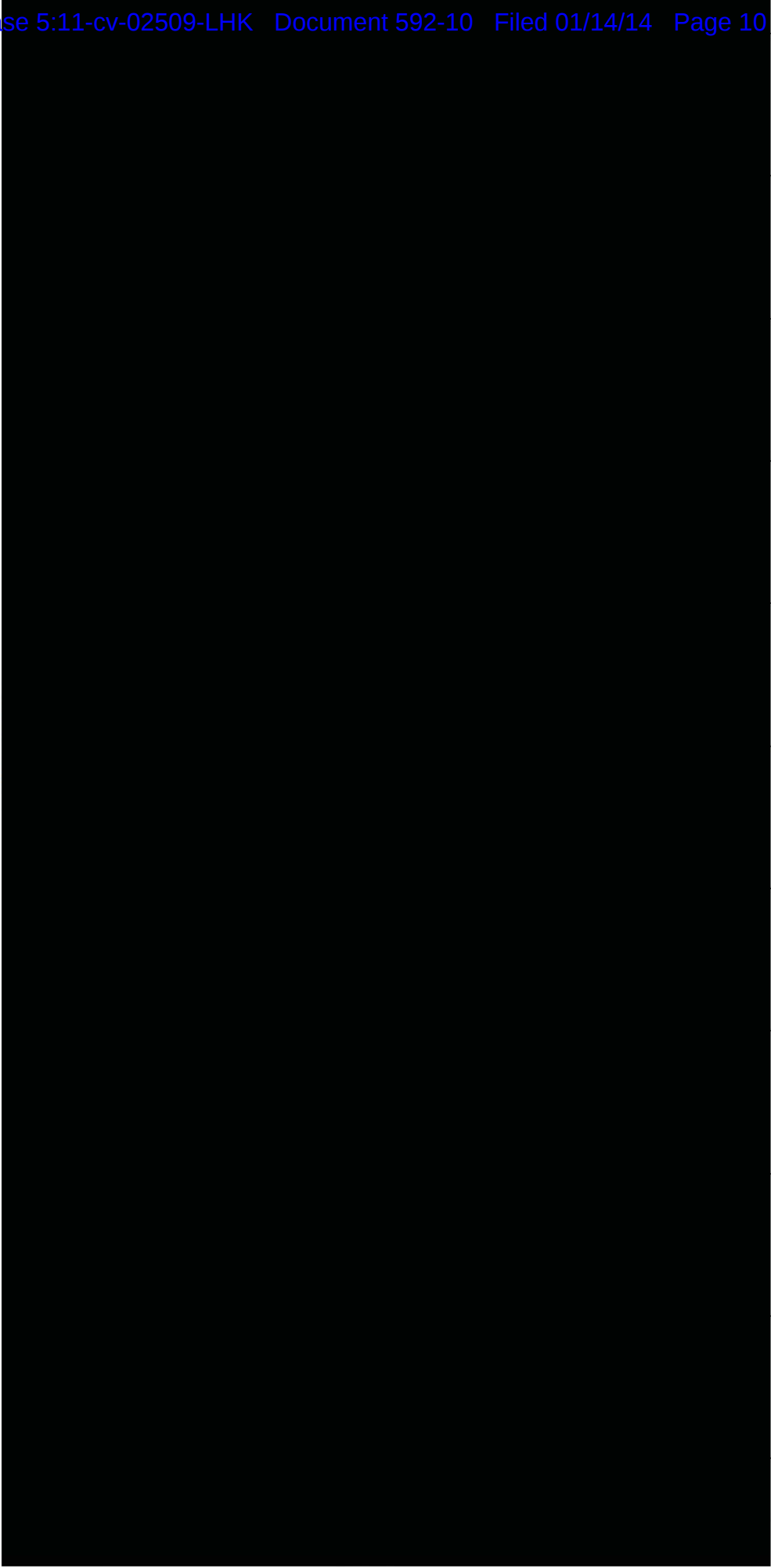
Base Salary (\$)



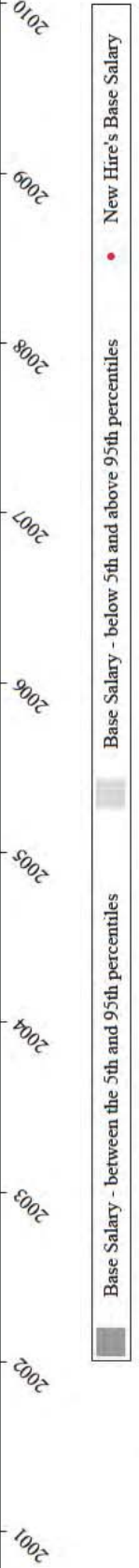
Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix A4
Intel [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



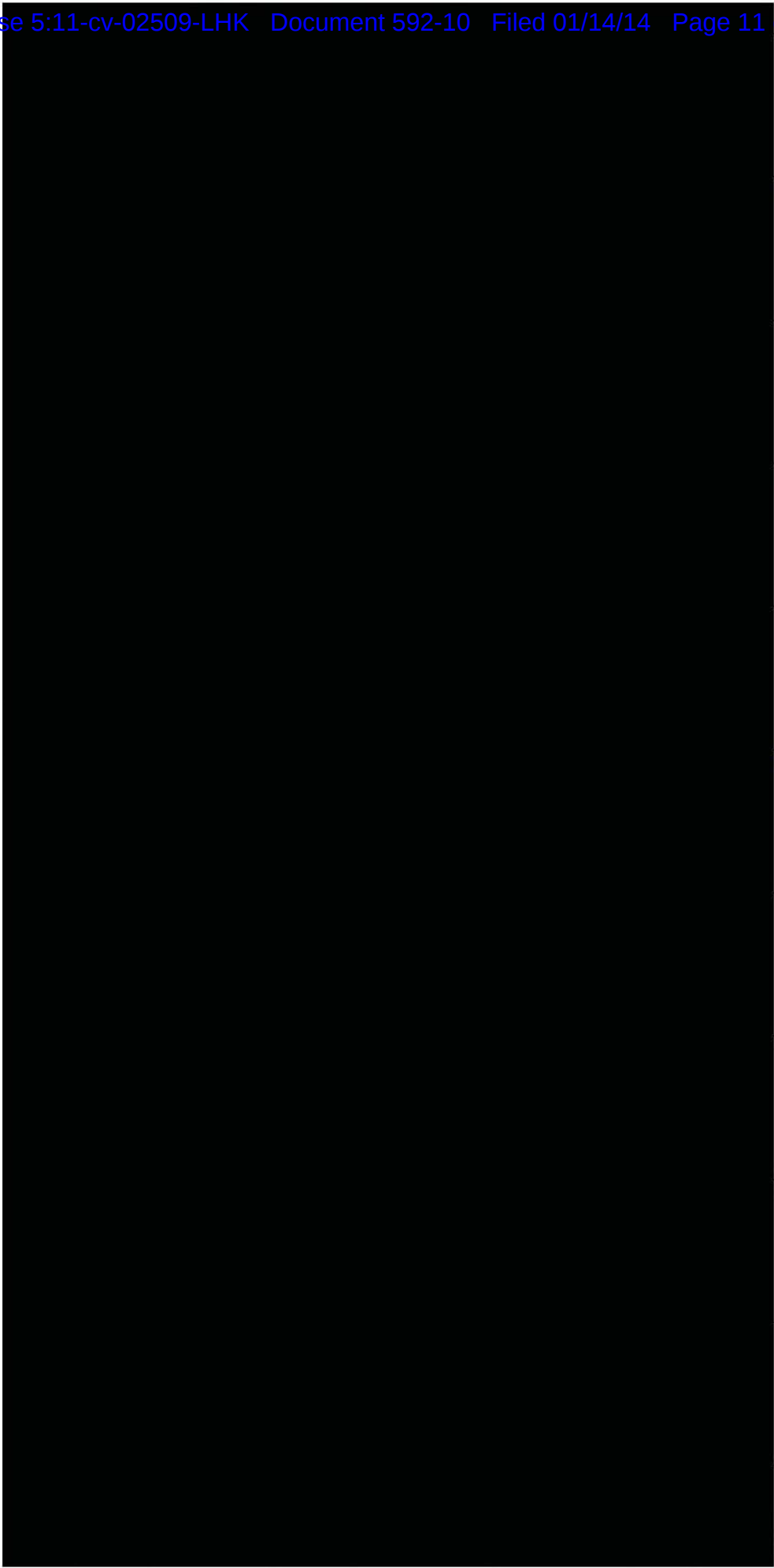
Base Salary (\$)



Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix A4
Intel [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Base Salary (\$)



Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

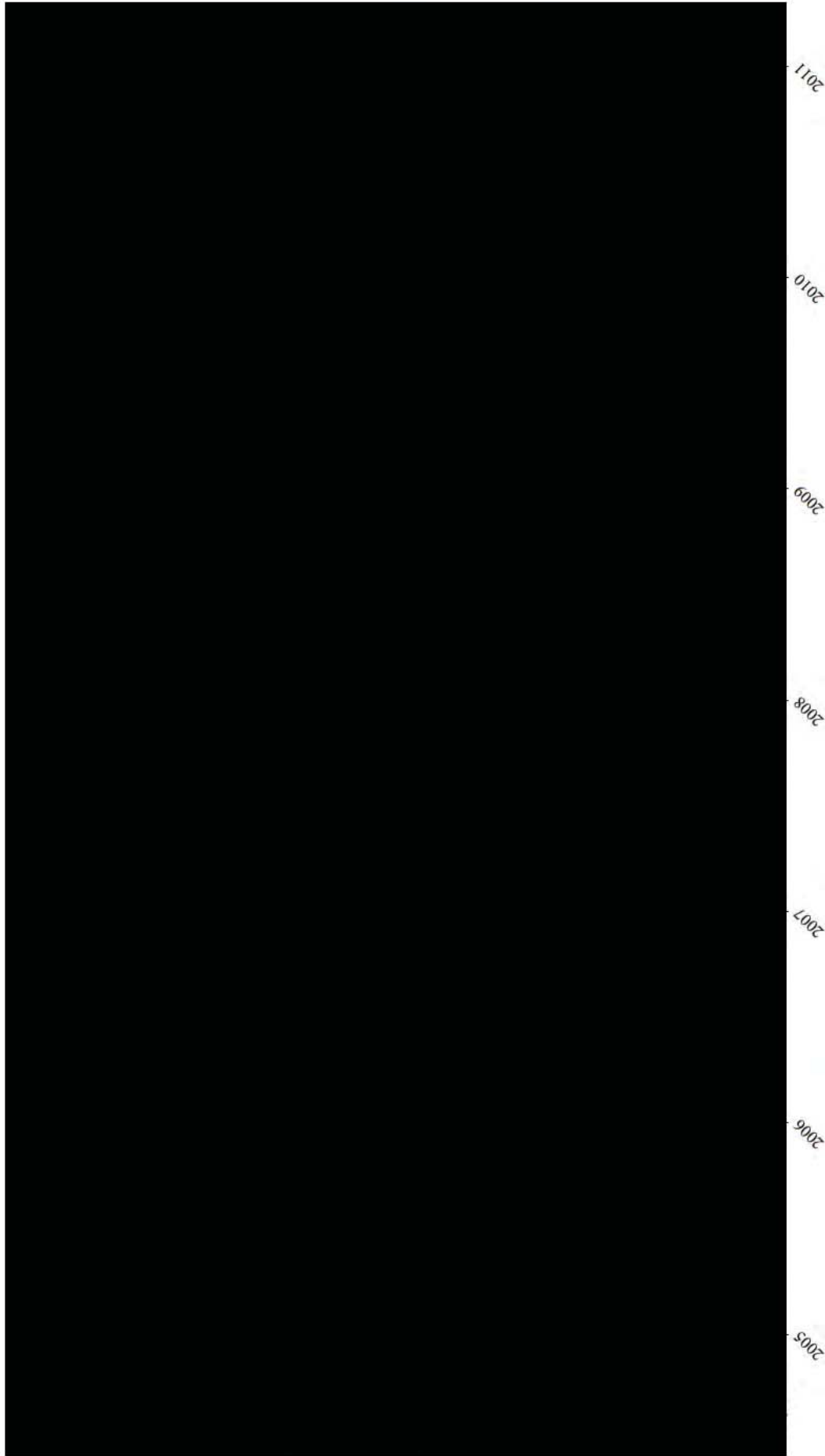
Appendix A5
Apple - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup

Highly Confidential

Appendix A6
Base Salary Over Time
Technical, Creative, and R&D Class
2005 - 2011



Base Salary (\$)

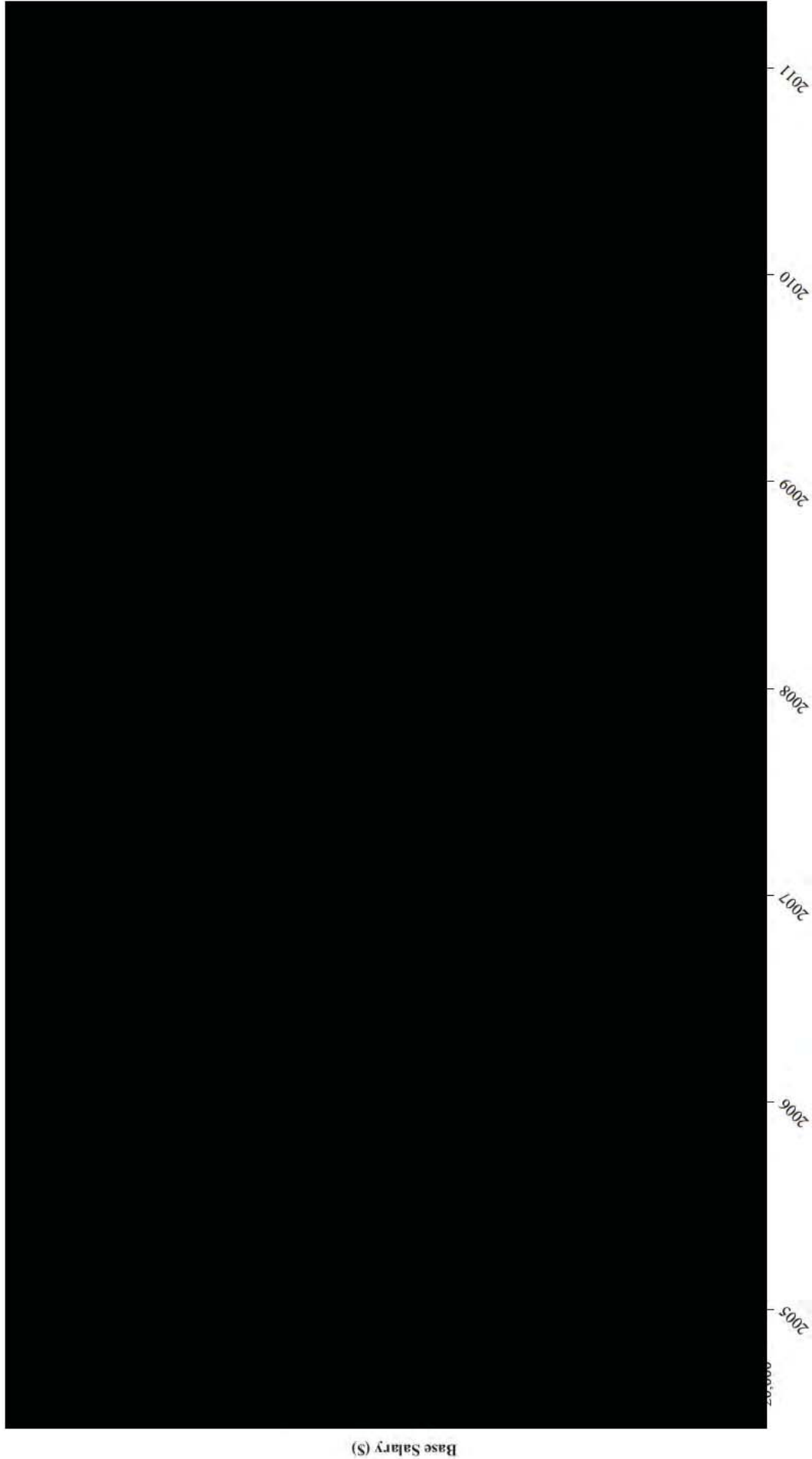
2005 2006 2007 2008 2009 2010 2011

Base Salary - between the 5th and 95th percentiles
Base Salary - below 5th and above 95th percentiles
New Hire's Base Salary

Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix A6
 - Base Salary Over Time
 Technical, Creative, and R&D Class
 2005 - 2011



Base Salary (\$)

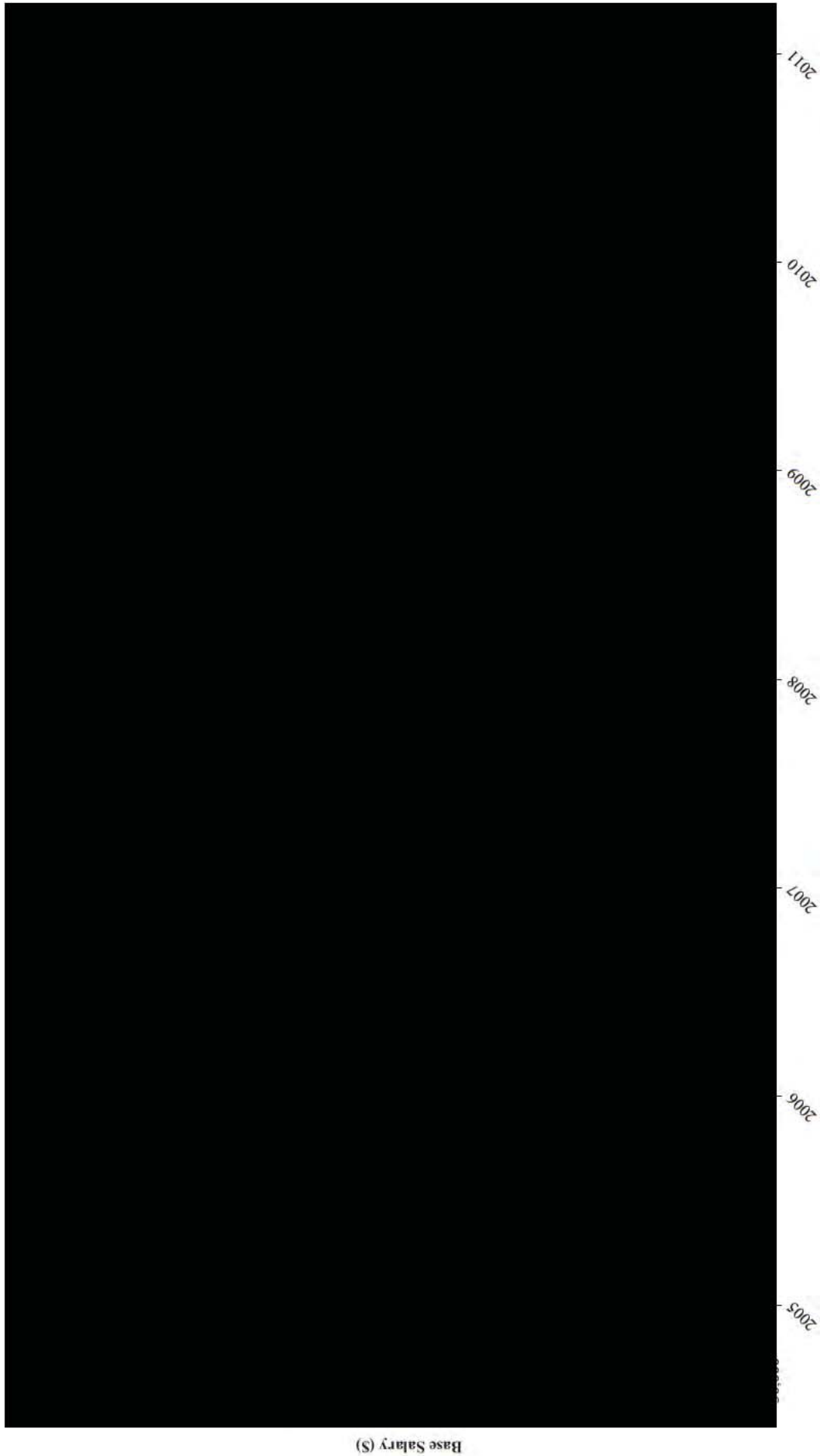
2005 2006 2007 2008 2009 2010 2011

Base Salary - between the 5th and 95th percentiles
 Base Salary - below 5th and above 95th percentiles
 New Hire's Base Salary

Notes: Number of employees in each year is shown on top of each box.
 Mean base salary in each grade is shown in white.
 Source: Dr. Leamer's backup.

Highly Confidential

Appendix A6
 [REDACTED] - Base Salary Over Time
 Technical, Creative, and R&D Class
 2005 - 2011

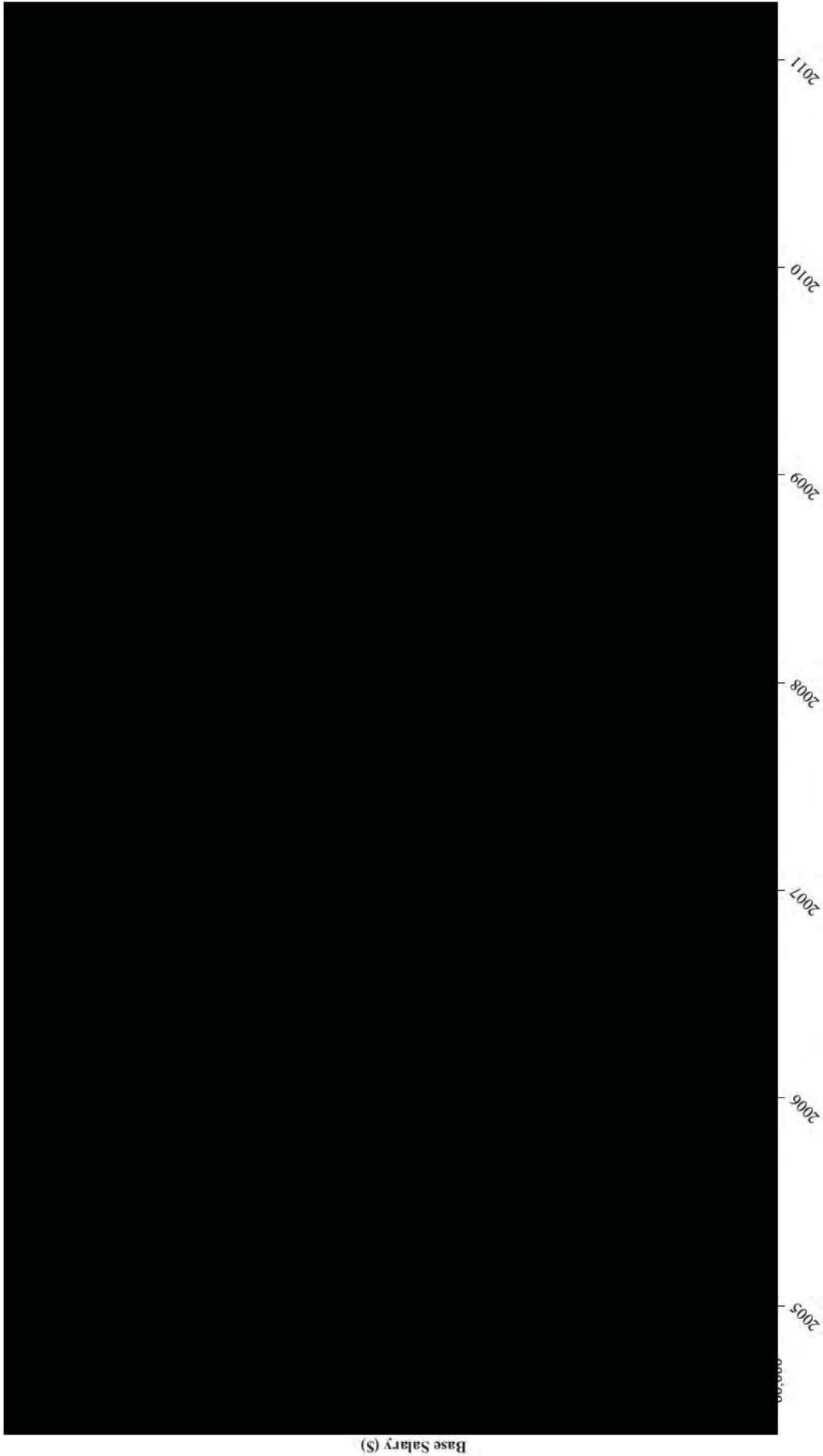


Base Salary - between the 5th and 95th percentiles
 Base Salary - below 5th and above 95th percentiles
 New Hire's Base Salary

Notes: Number of employees in each year is shown on top of each box.
 Mean base salary in each grade is shown in white.
 Source: Dr. Leamer's backup.

Highly Confidential

Appendix A6
 - Base Salary Over Time
 Technical, Creative, and R&D Class
 2005 - 2011



Base Salary (\$)

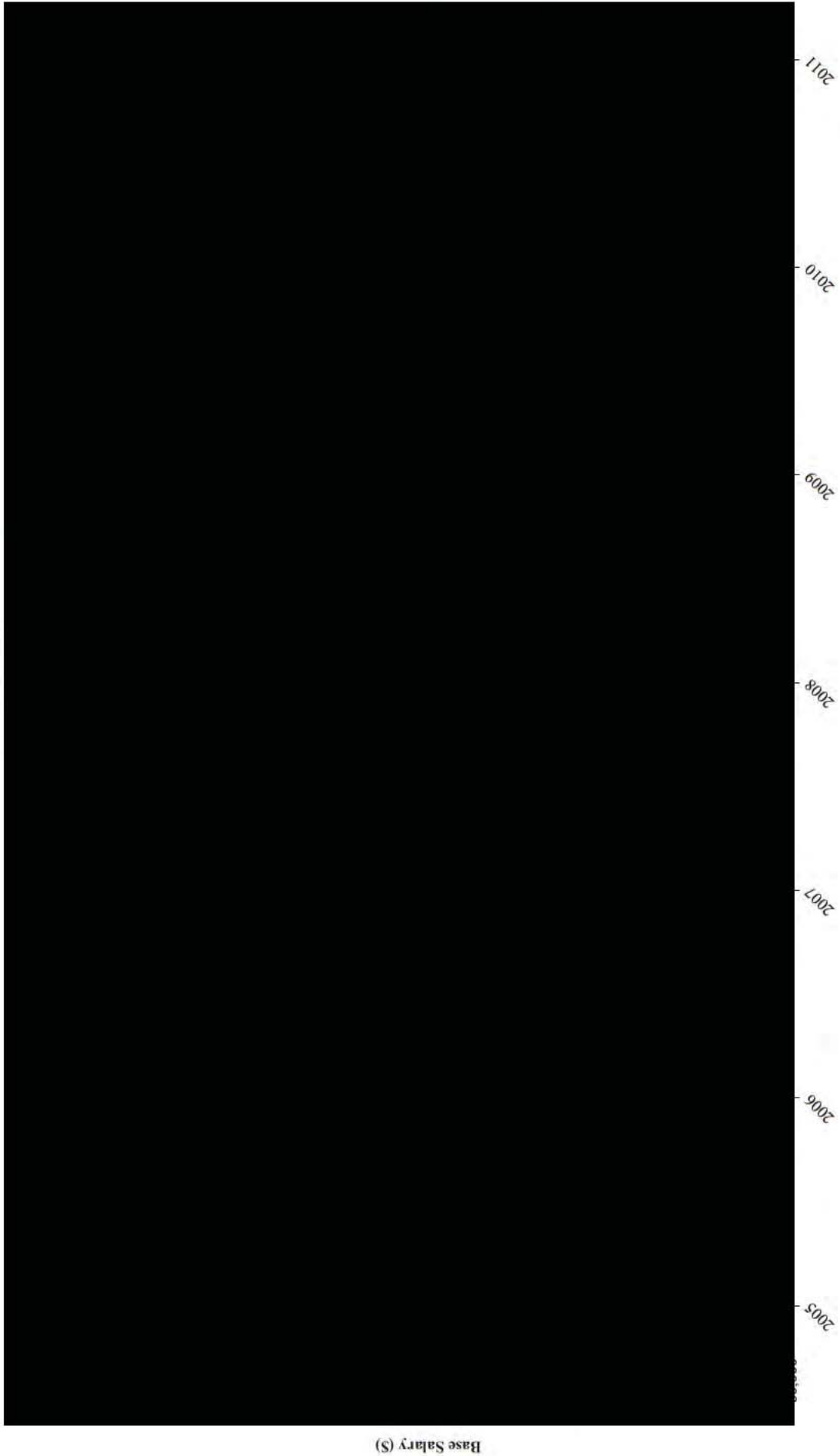
2005 2006 2007 2008 2009 2010 2011

Base Salary - between the 5th and 95th percentiles
 Base Salary - below 5th and above 95th percentiles
 New Hire's Base Salary

Notes: Number of employees in each year is shown on top of each box.
 Mean base salary in each grade is shown in white.
 Source: Dr. Leamer's backup.

Highly Confidential

Appendix A6
[REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2005 - 2011



Base Salary - between the 5th and 95th percentiles Base Salary - below 5th and above 95th percentiles New Hire's Base Salary

Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Appendix A7
Select Adobe Job Code Years With Multiple Salary Ranges
Technical, Creative, and R&D Class

Job Code	Job Title	Year	Minimum	Middle	Maximum

Source: Dr. Leamer's backup.

Appendix A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
----------	------	------	------	------	------	------	------	------	------	------	------



Appendix A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

<u>Job Code</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
-----------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------



Appendix A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
----------	------	------	------	------	------	------	------	------	------	------	------



[illegible]

100

Appendix A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
----------	------	------	------	------	------	------	------	------	------	------	------



Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
----------	------	------	------	------	------	------	------	------	------	------	------

100

Appendix A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

<u>Job Code</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
-----------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------

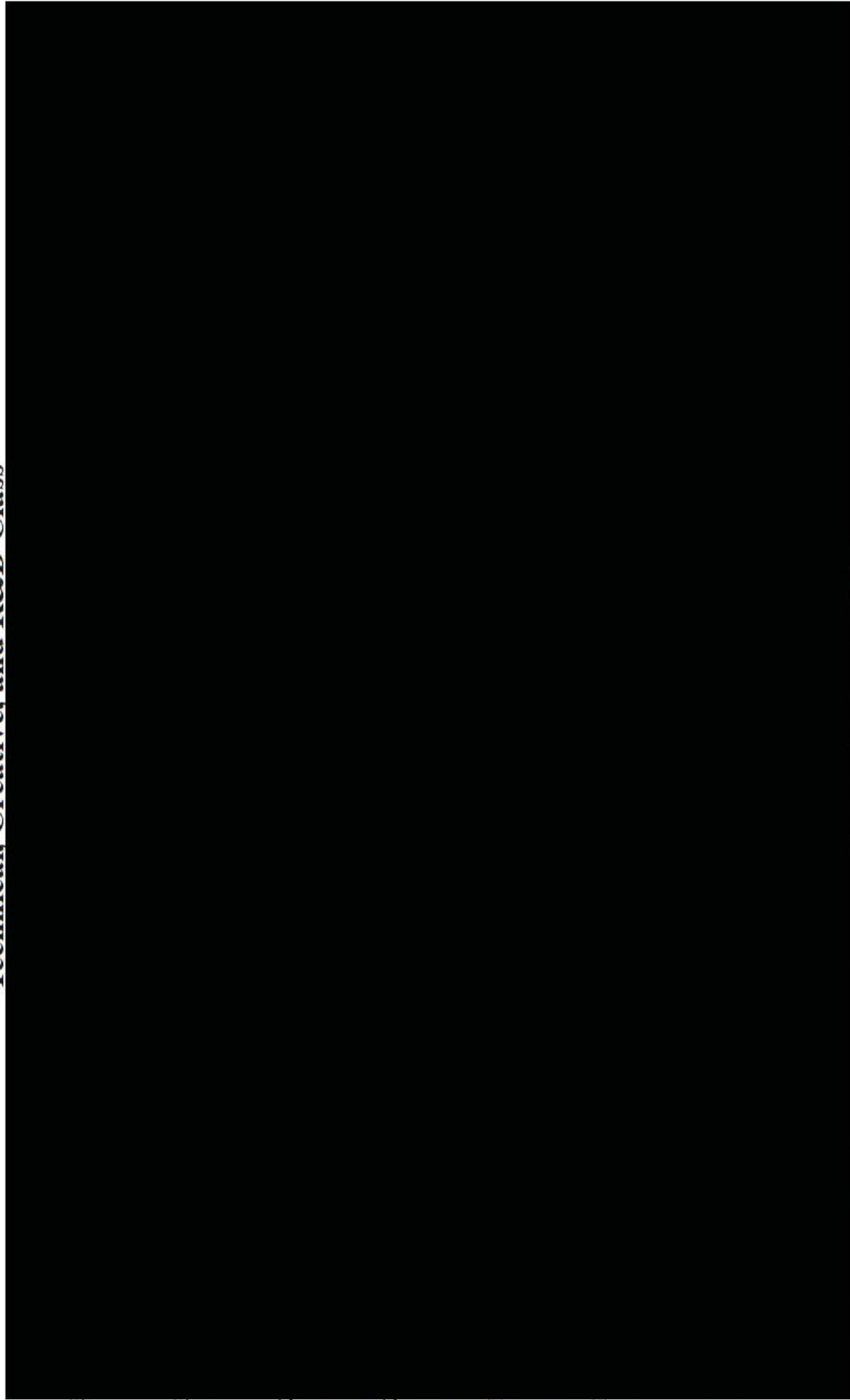


Appendix A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class



Number of Employees in Job Code

Count of Adobe Job Codes

Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class

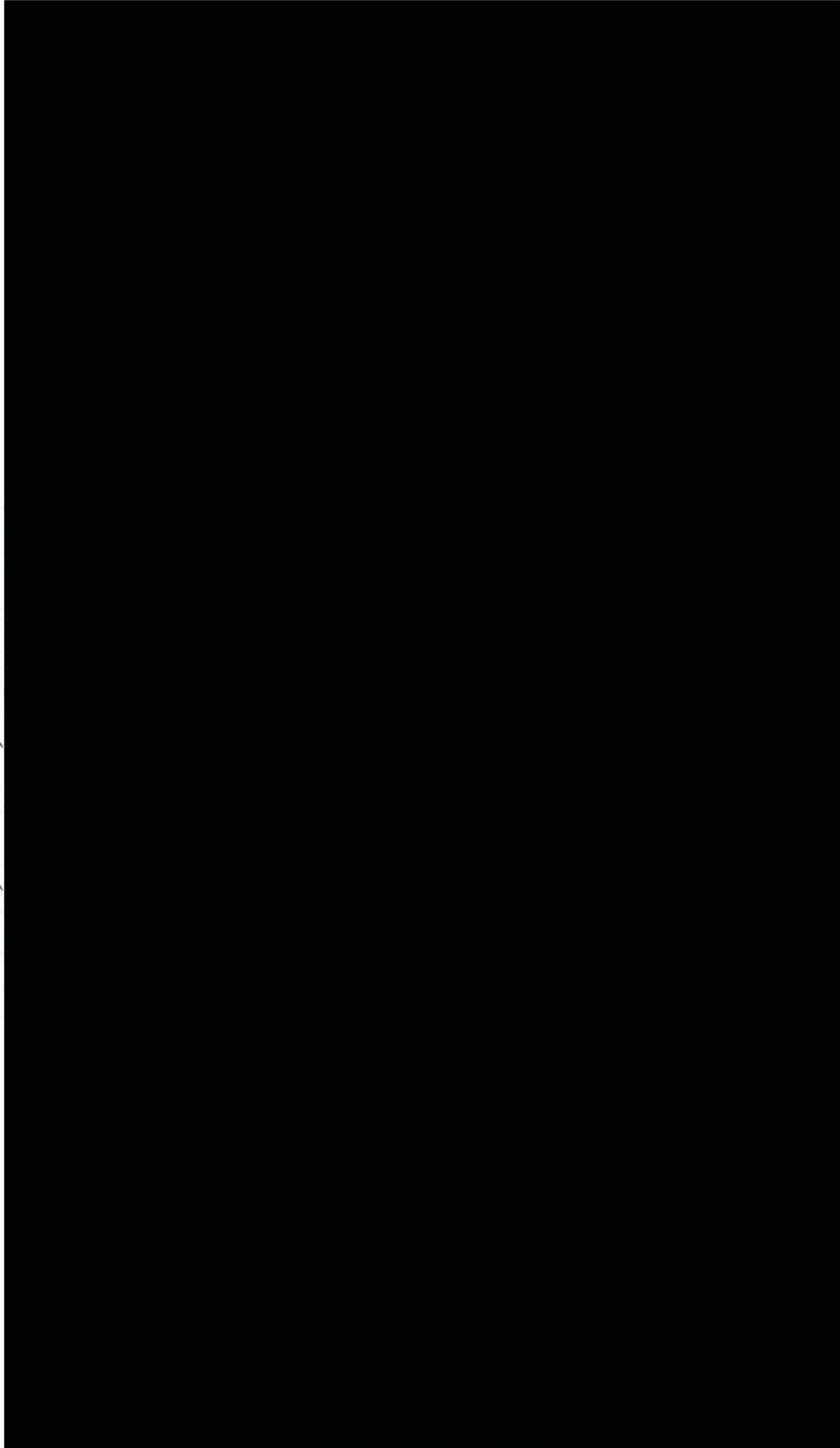


Number of Employees in Job Code

Count of Adobe Job Codes

Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class



Number of Employees in Job Code

Count of Adobe Job Codes

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class



Number of Employees in Job Code

Count of Adobe Job Codes

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class

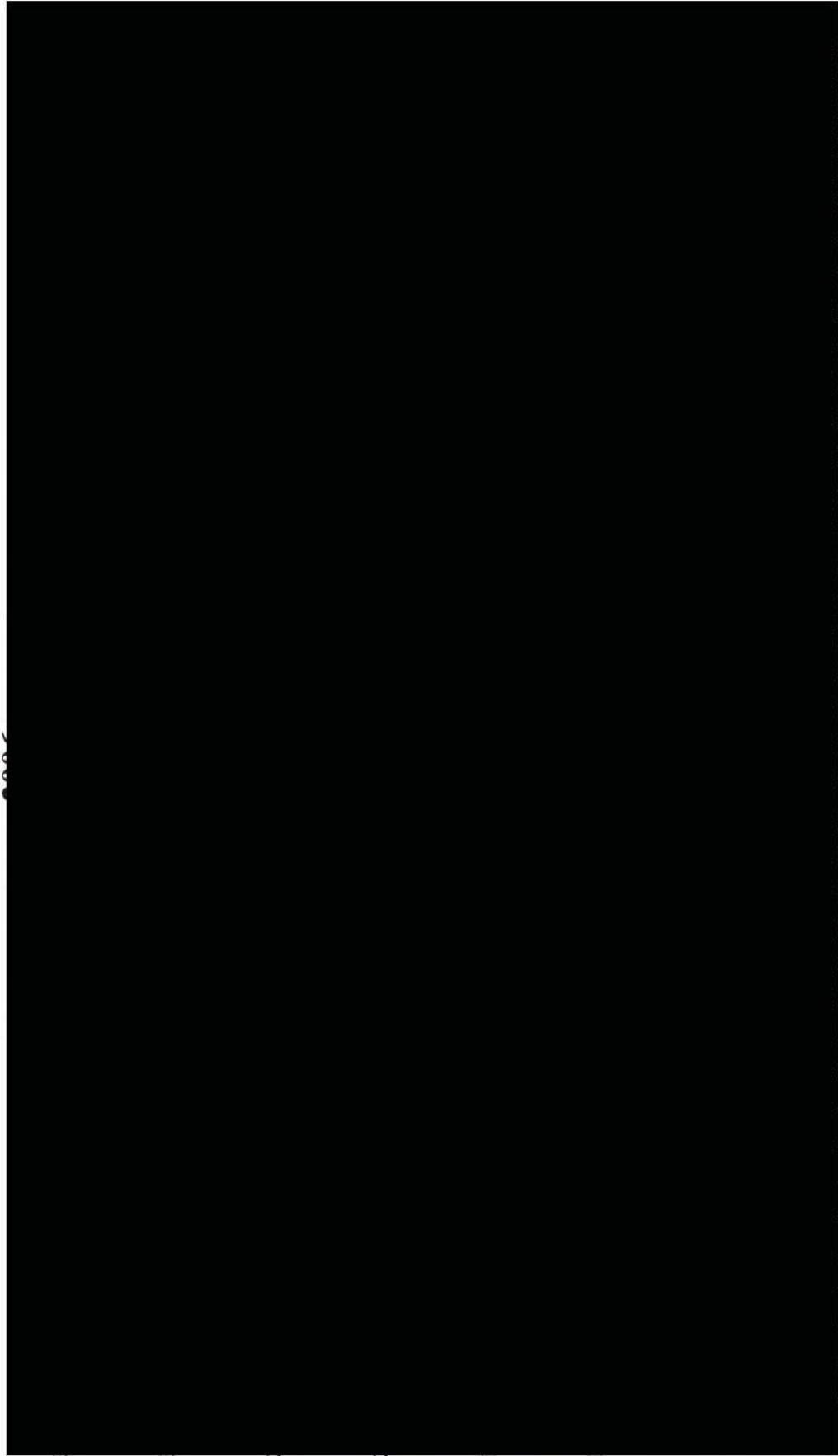
Count of Adobe Job Codes



Number of Employees in Job Code

Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class

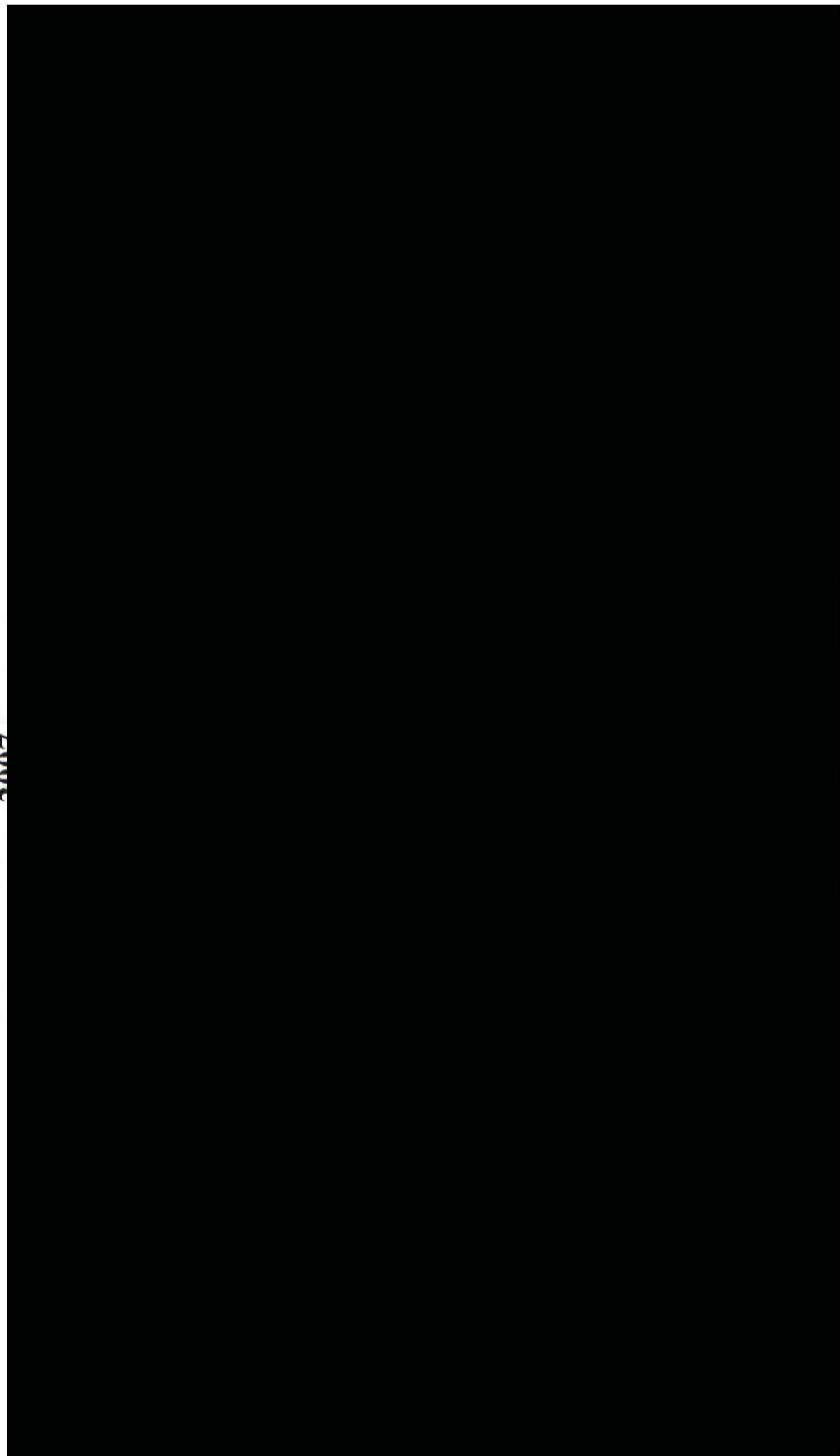


Number of Employees in Job Code

Count of Adobe Job Codes

Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class
2007



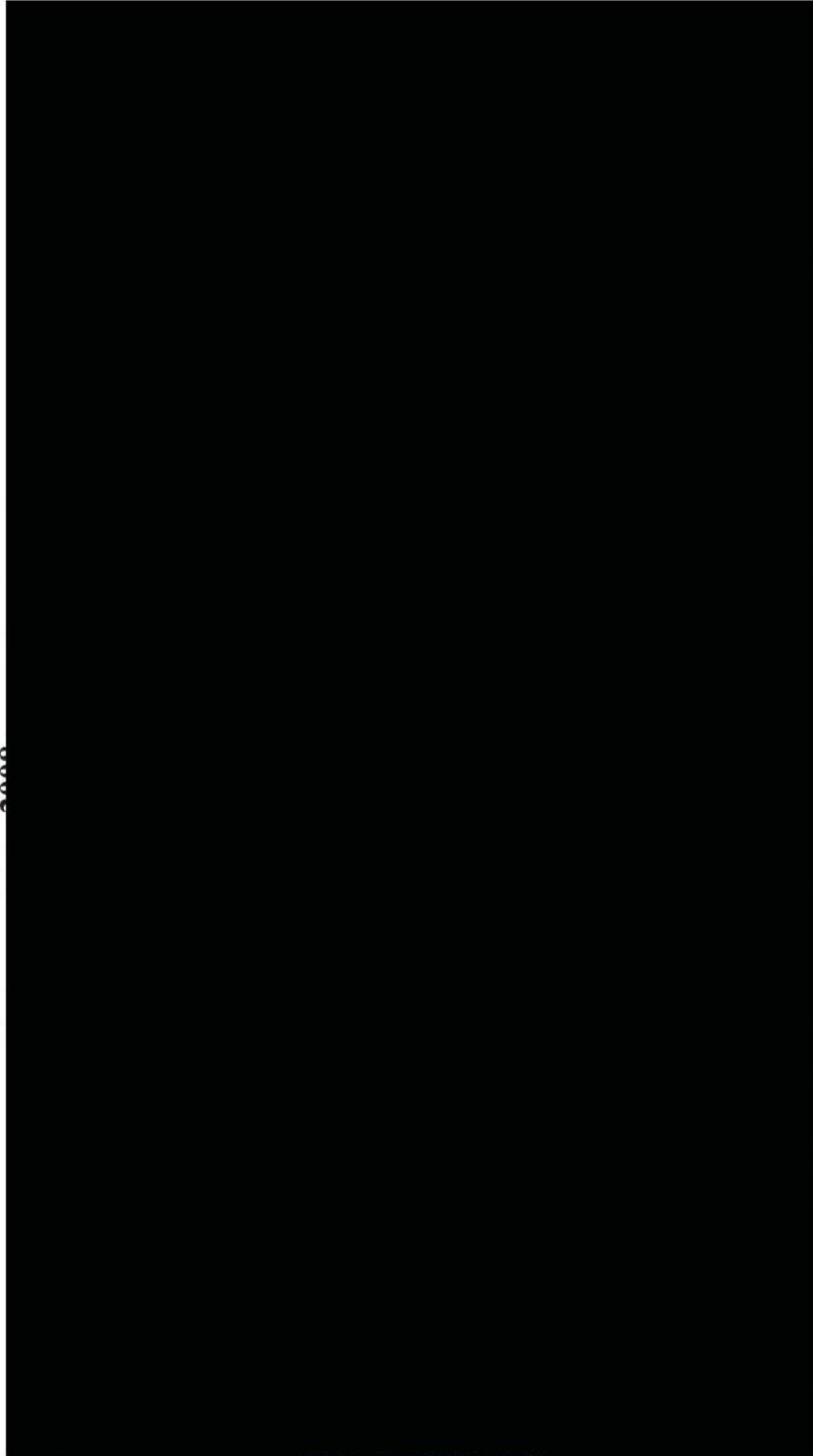
Count of Adobe Job Codes

Number of Employees in Job Code

Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class

2008

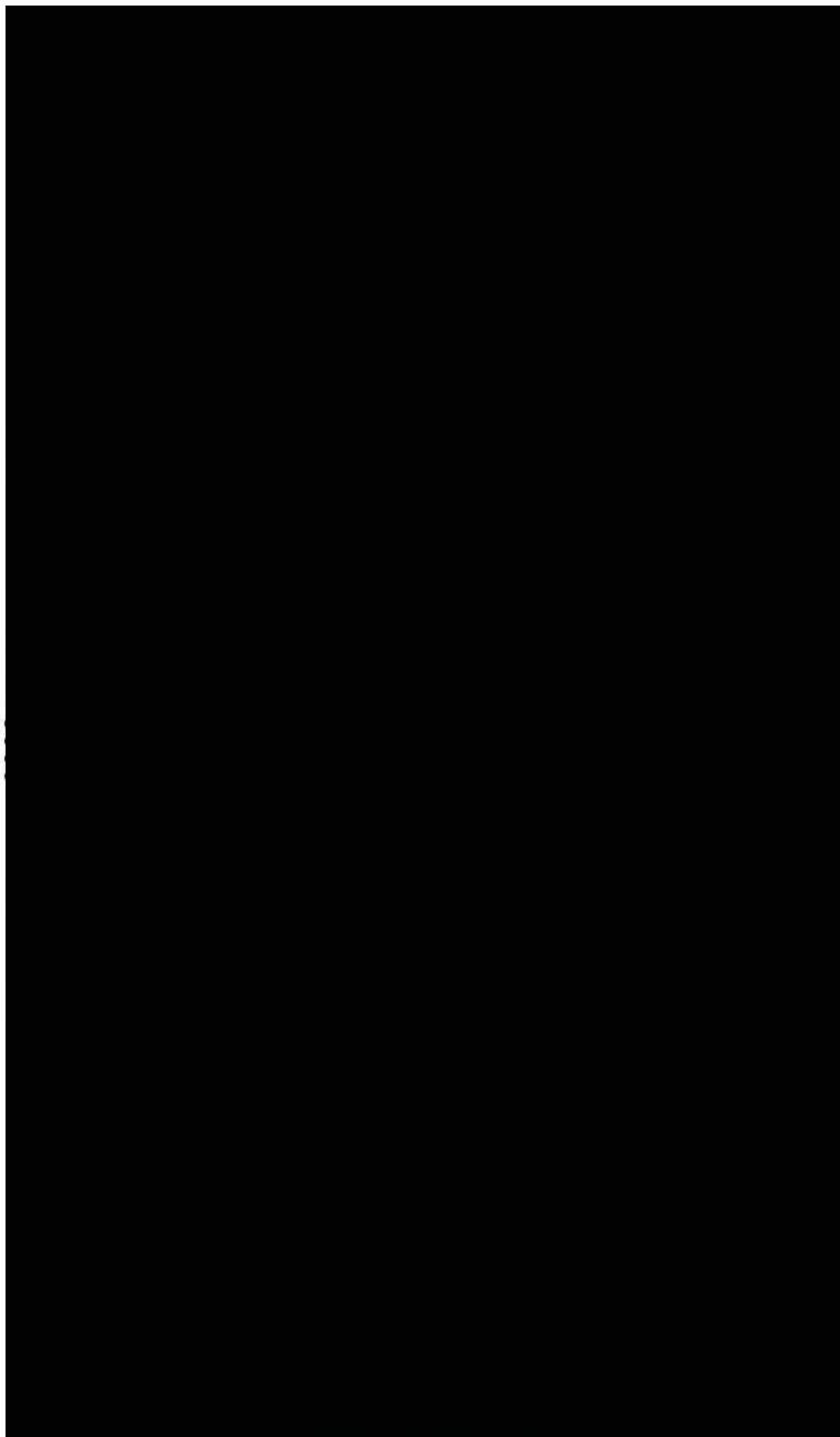


Number of Employees in Job Code

Count of Adobe Job Codes

Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class



Number of Employees in Job Code

Count of Adobe Job Codes

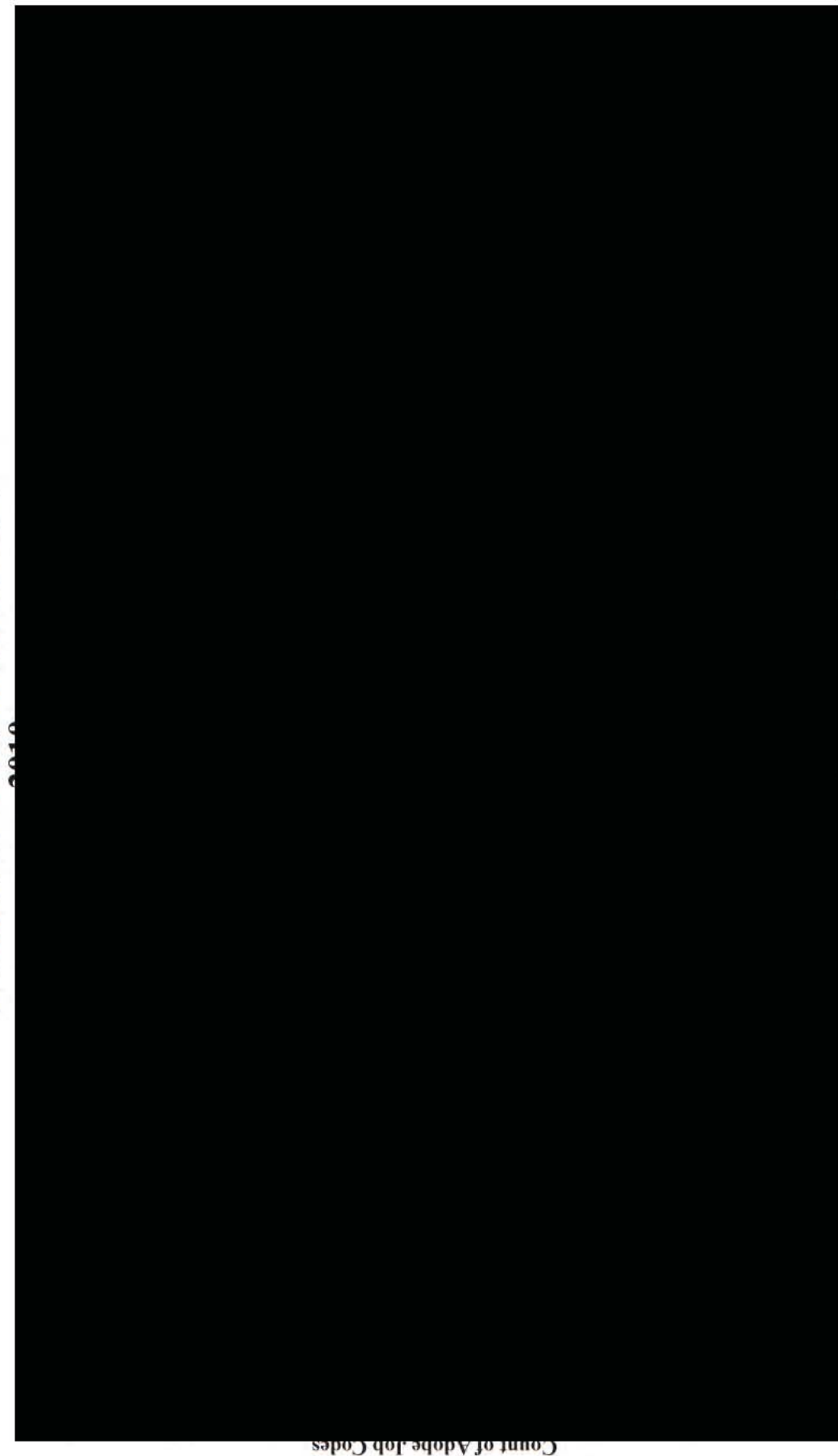
Source: Dr. Leamer's backup.

Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class

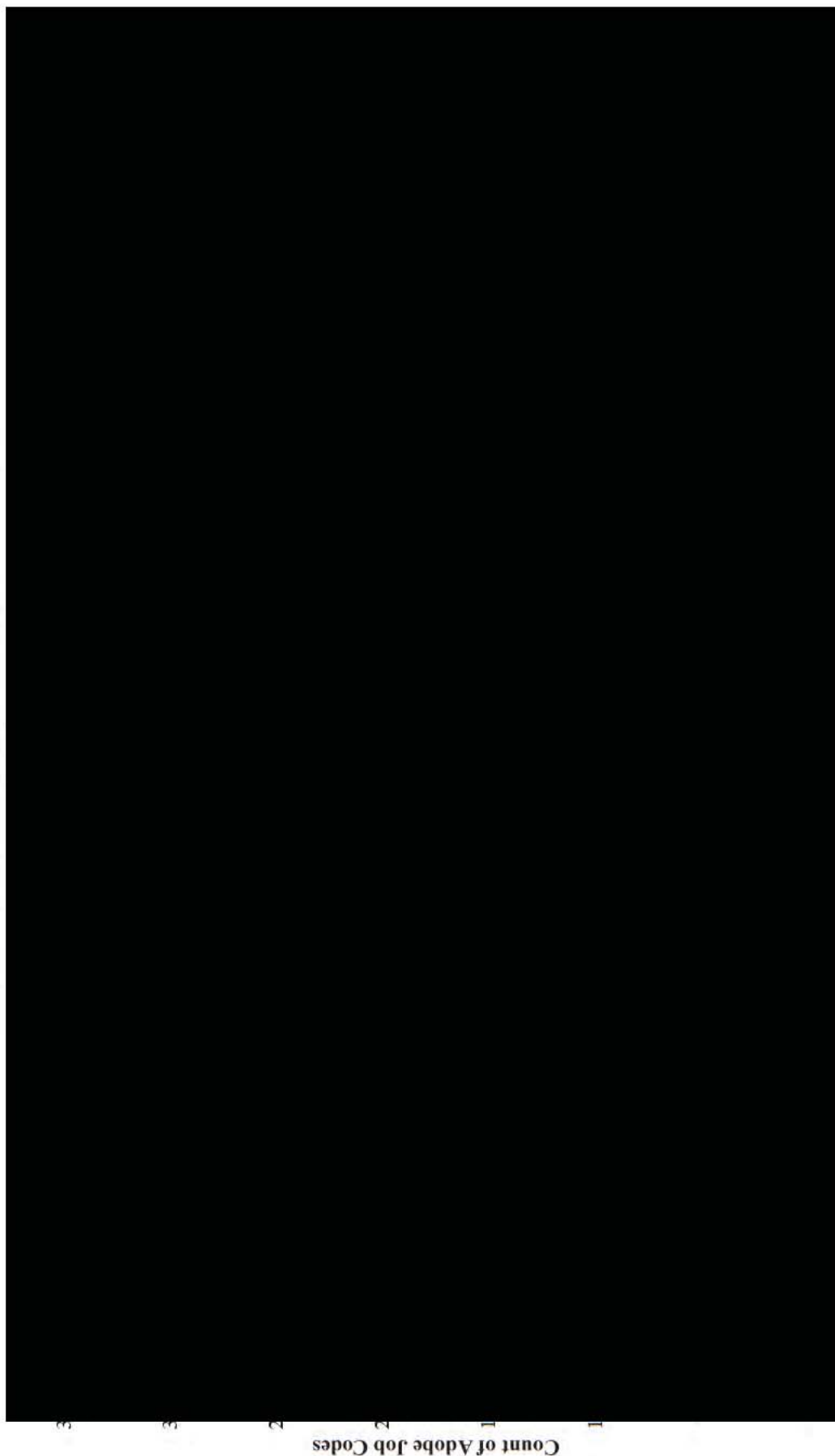
2010

Count of Adobe Job Codes

Number of Employees in Job Code



Appendix A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class

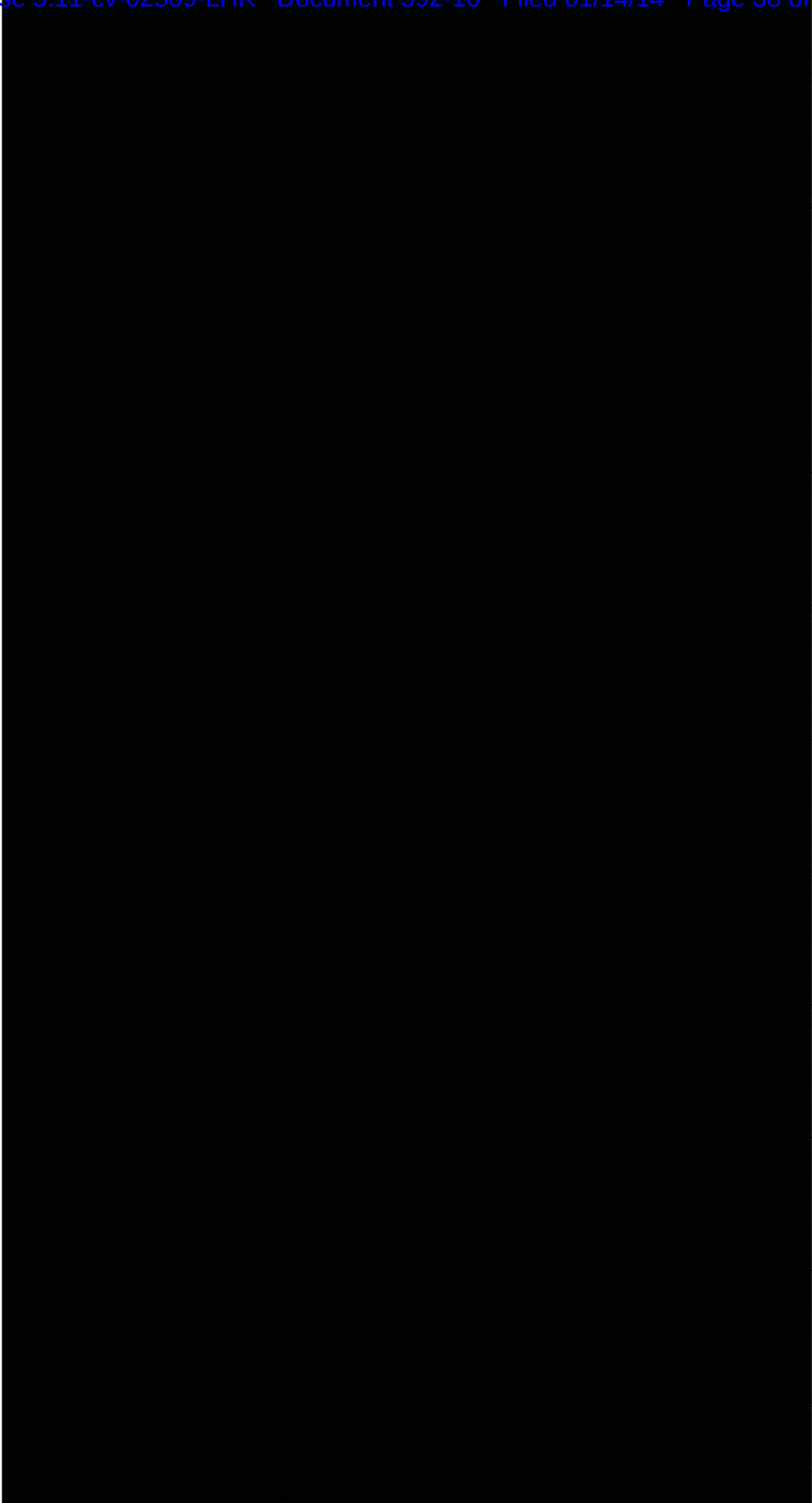


Number of Employees in Job Code

Source: Dr. Leamer's backup.

Highly Confidential

Appendix A10
Adobe - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Base Salary (\$)

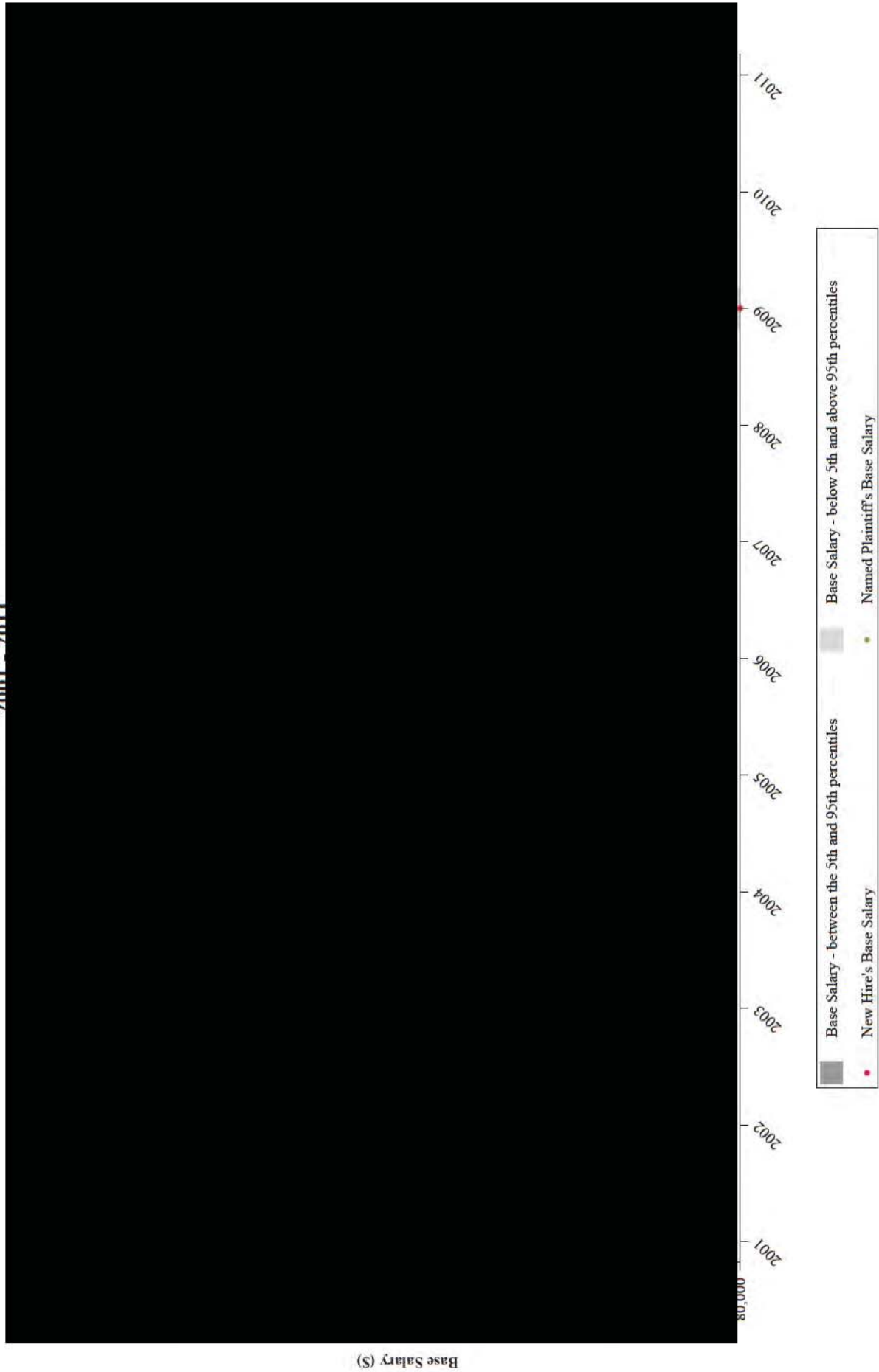
2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

Base Salary - between the 5th and 95th percentiles
Base Salary - below 5th and above 95th percentiles
New Hire's Base Salary

Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Highly Confidential

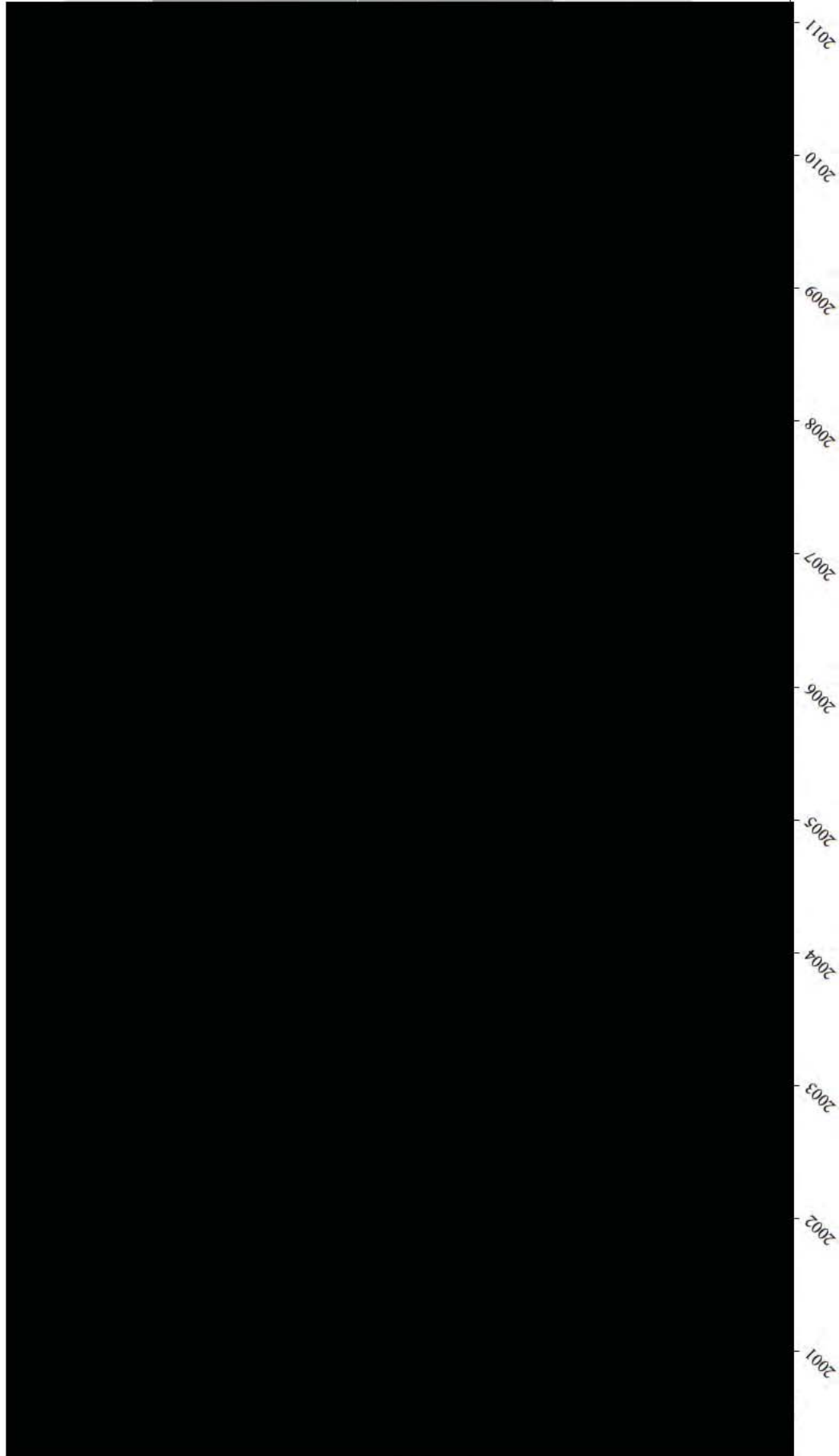
Appendix A10
Adobe ██████████ - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix A10
Adobe [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Base Salary (\$)

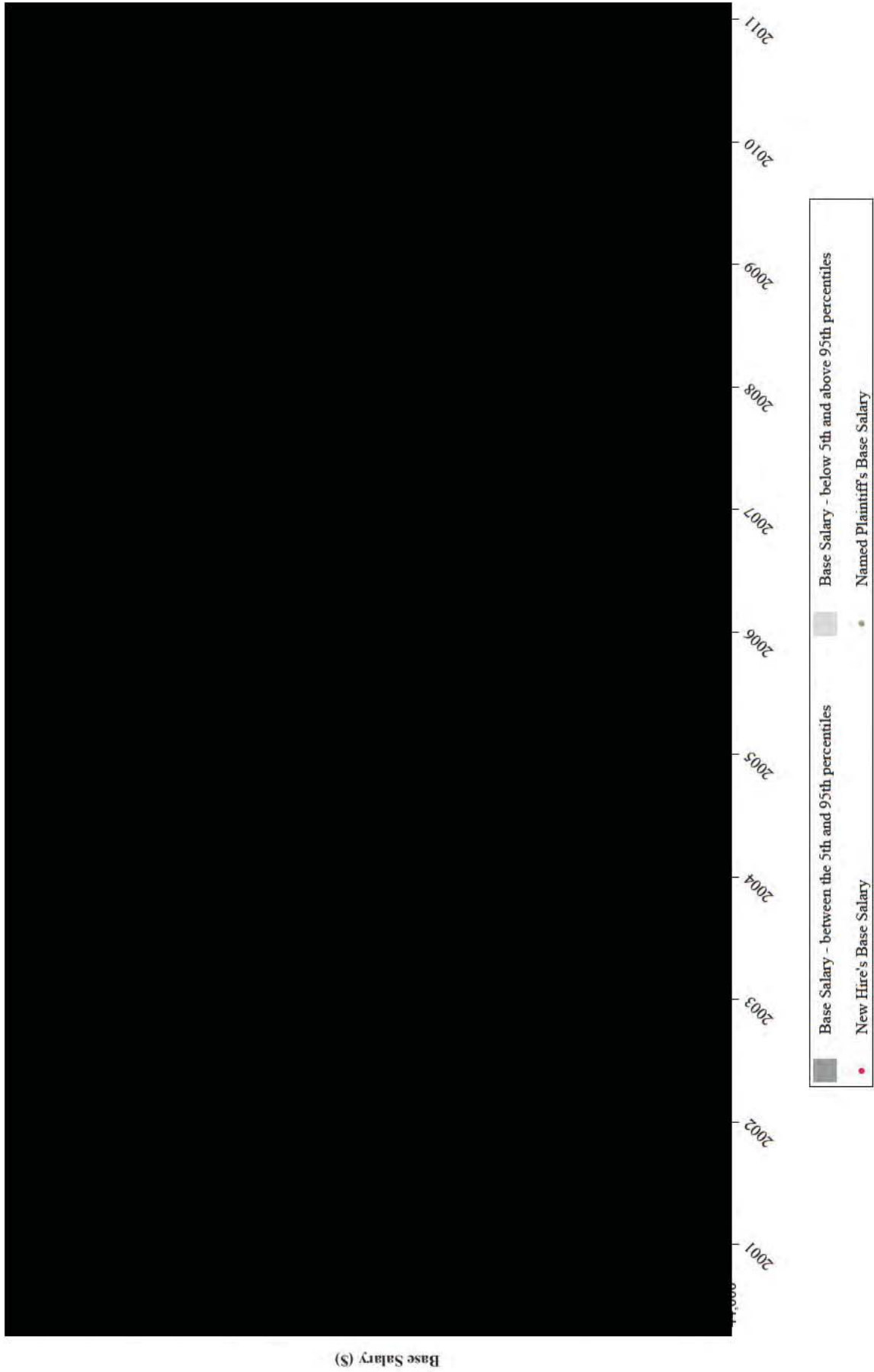
2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

Base Salary - between the 5th and 95th percentiles Base Salary - below 5th and above 95th percentiles New Hire's Base Salary

Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Highly Confidential

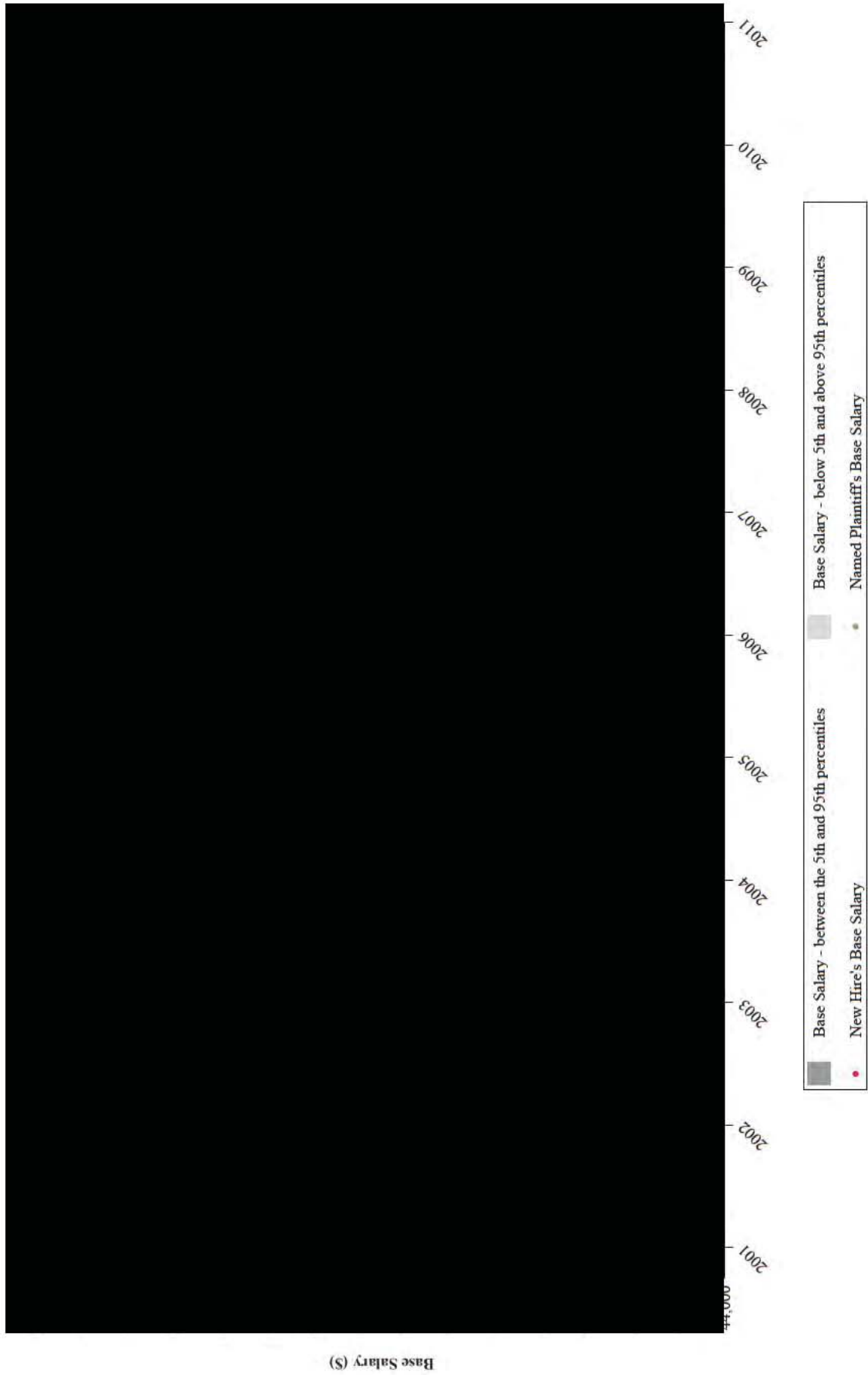
Appendix A10
Adobe [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

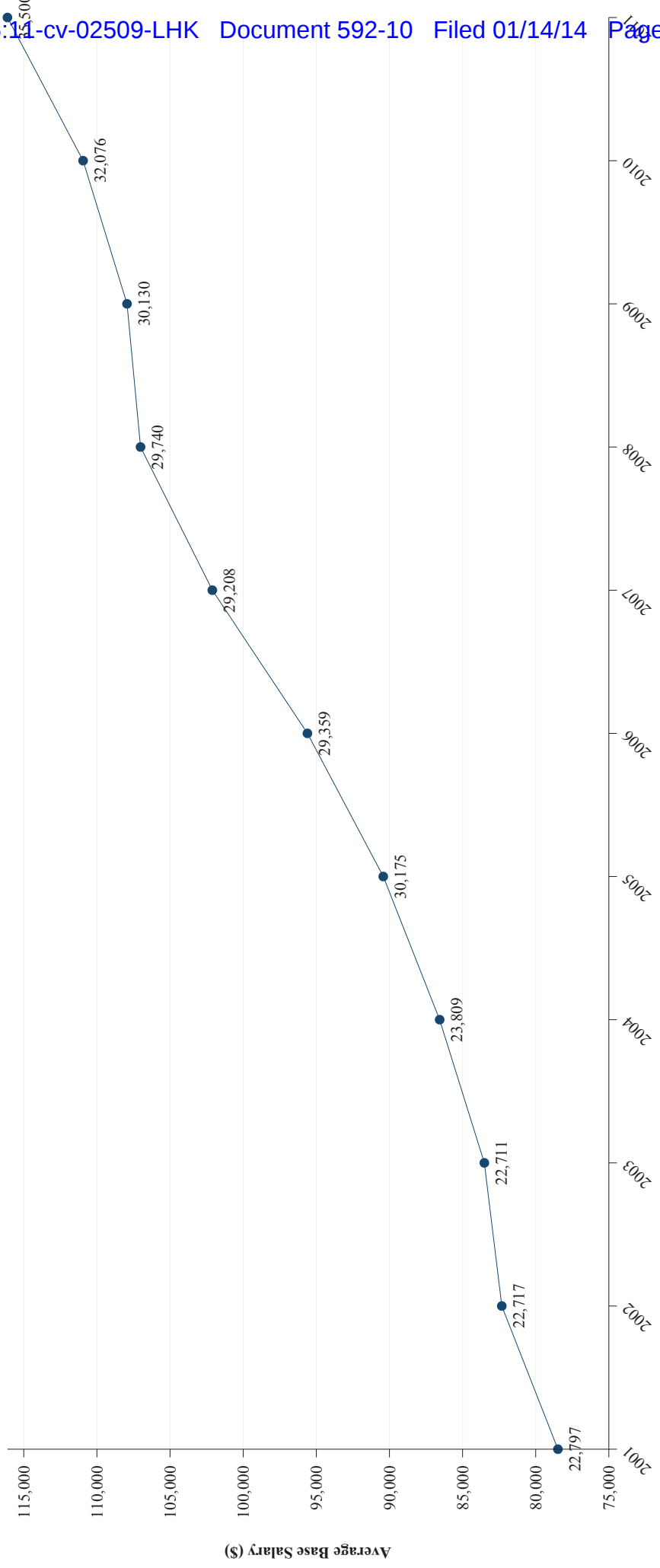
Highly Confidential

Appendix A11
Adobe [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Notes: Number of employees in each year is shown on top of each box.
 Mean base salary in each grade is shown in white.
 Source: Dr. Leamer's backup.

Appendix A12
Adobe, Apple, Intel - Weighted Average Base Salary of Selected Grades
Technical, Creative and R&D Class
2001 - 2011



Notes: Number of employees in each year is shown in black.
Average base salary is calculated by year and includes Intel employees in grades 5 to 11, Adobe employees in job codes 3001078, 3001498, 3001077, 3001079 and Apple employees in grades 1080, 1082, 1084, 1086, and 1088.
The average growth rate of the average base salary is 4.5% during the alleged conduct period, and 3.5% outside of the alleged conduct period.
Alternatively, the average growth rate of the average base salary is 3.0% during the alleged conduct period, and 2.3% outside of the alleged conduct period when growth is first calculated by grade and then averaged across the year.

Source: Dr. Leamer's backup.

Appendix A13
Google - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011

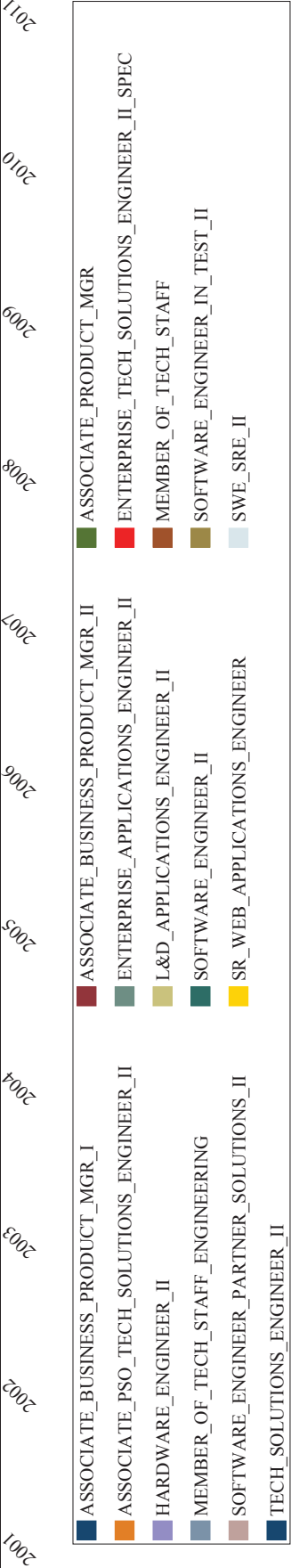


Source: Dr. Leamer's backup.

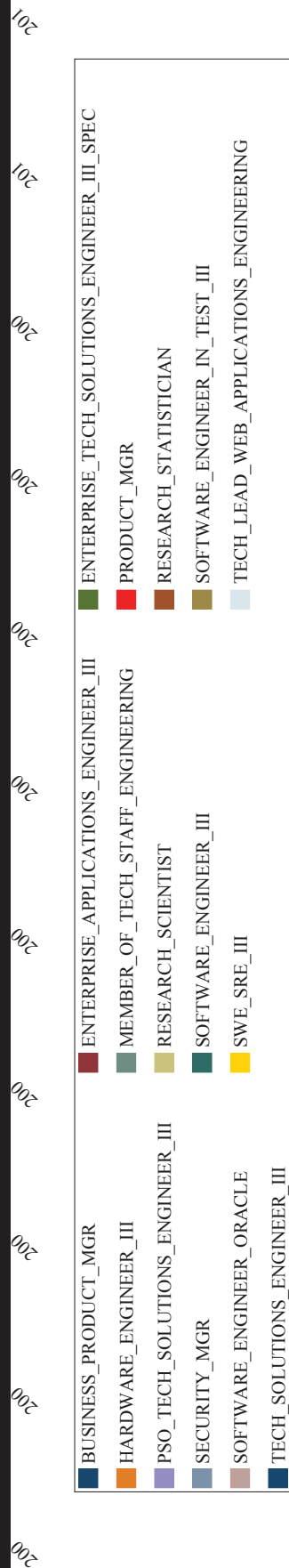
Google
Appendix A14
Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011



Google  Appendix A14
Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011

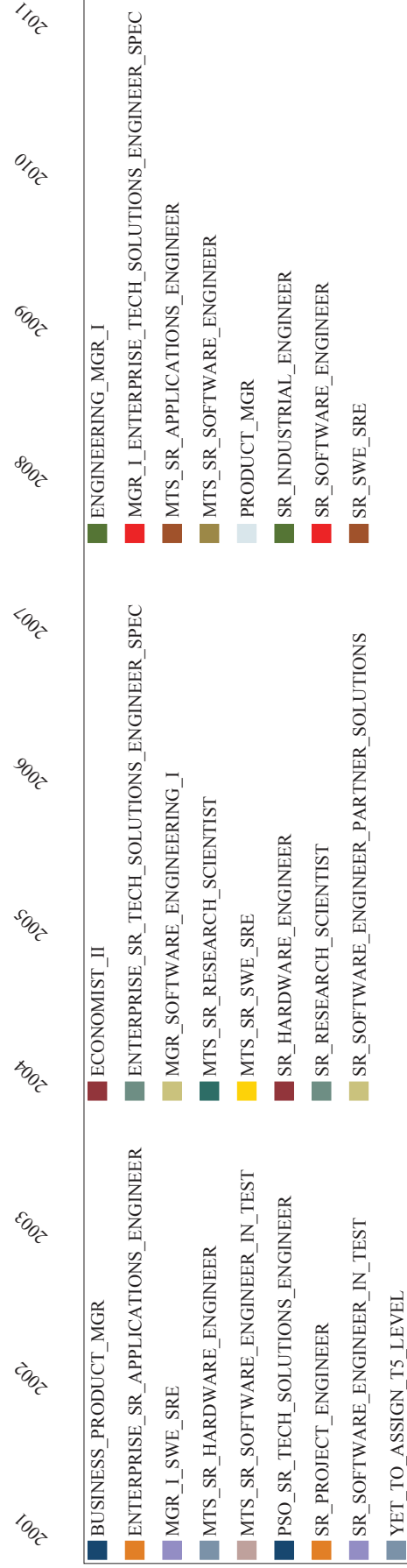


Source: Dr. Leamer's backup.



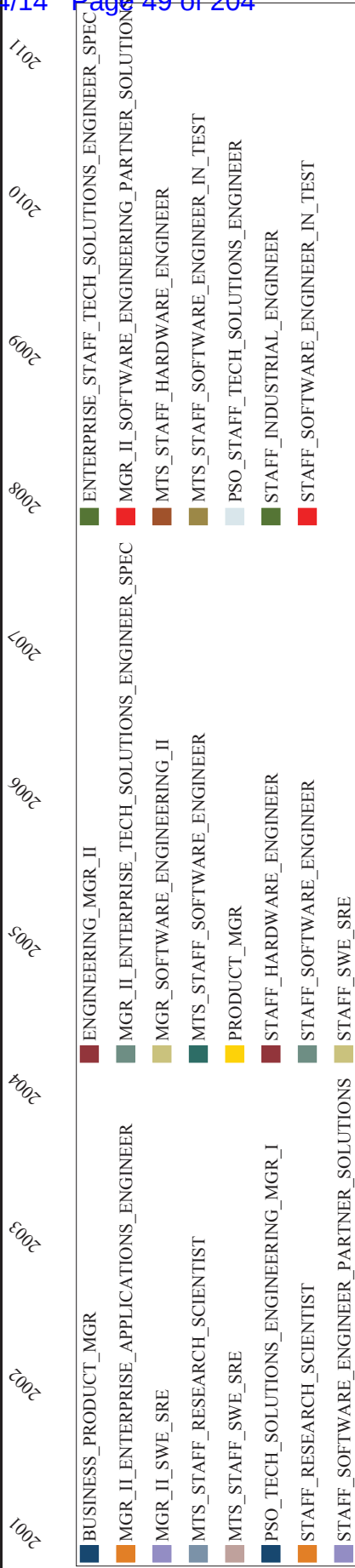
Source: Dr. Leamer's backup.

Google [REDACTED] - Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup.

Google [REDACTED] Appendix A14
- Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class

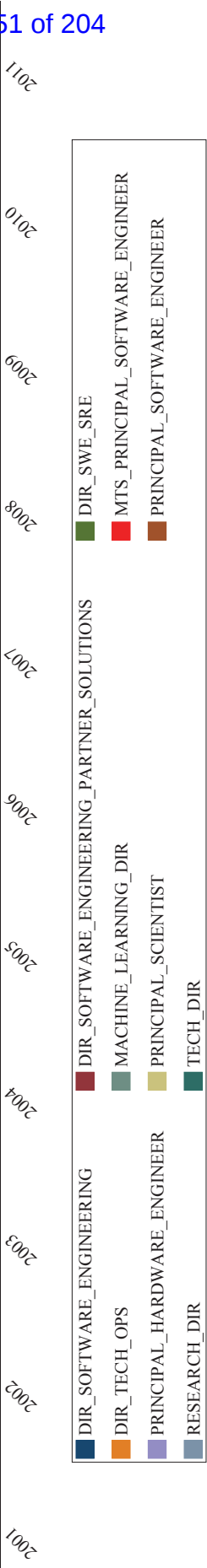


Google  - Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup.

Google  - Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011

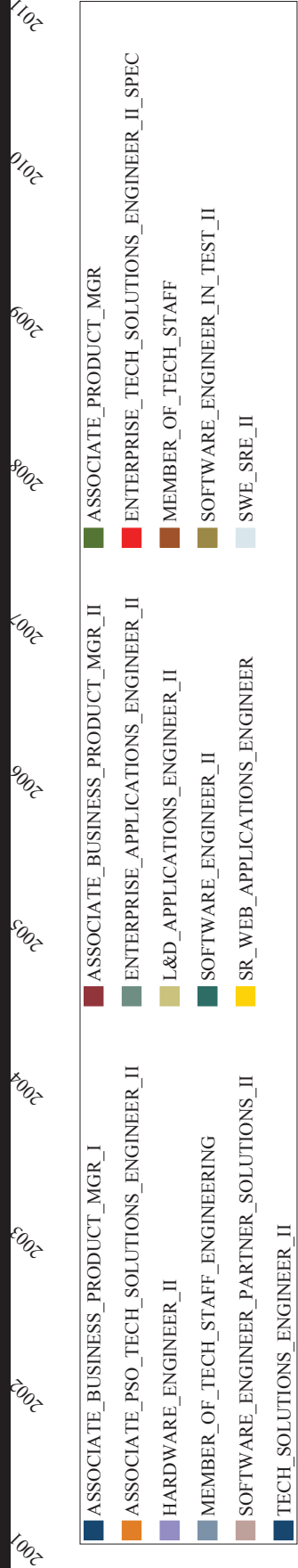
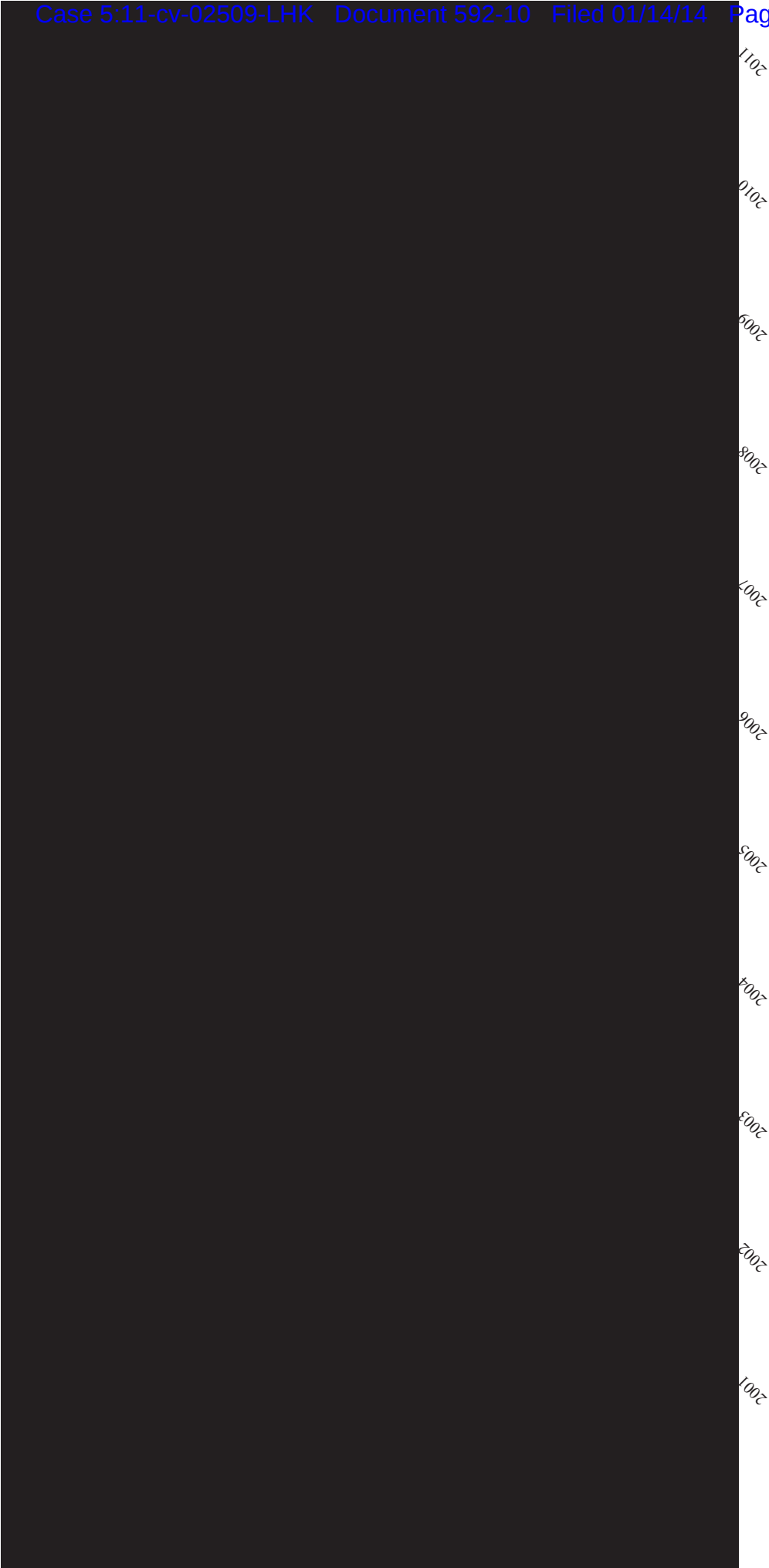


Google [REDACTED] Appendix A14
- Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class



Source: Dr. Leamer's backup.

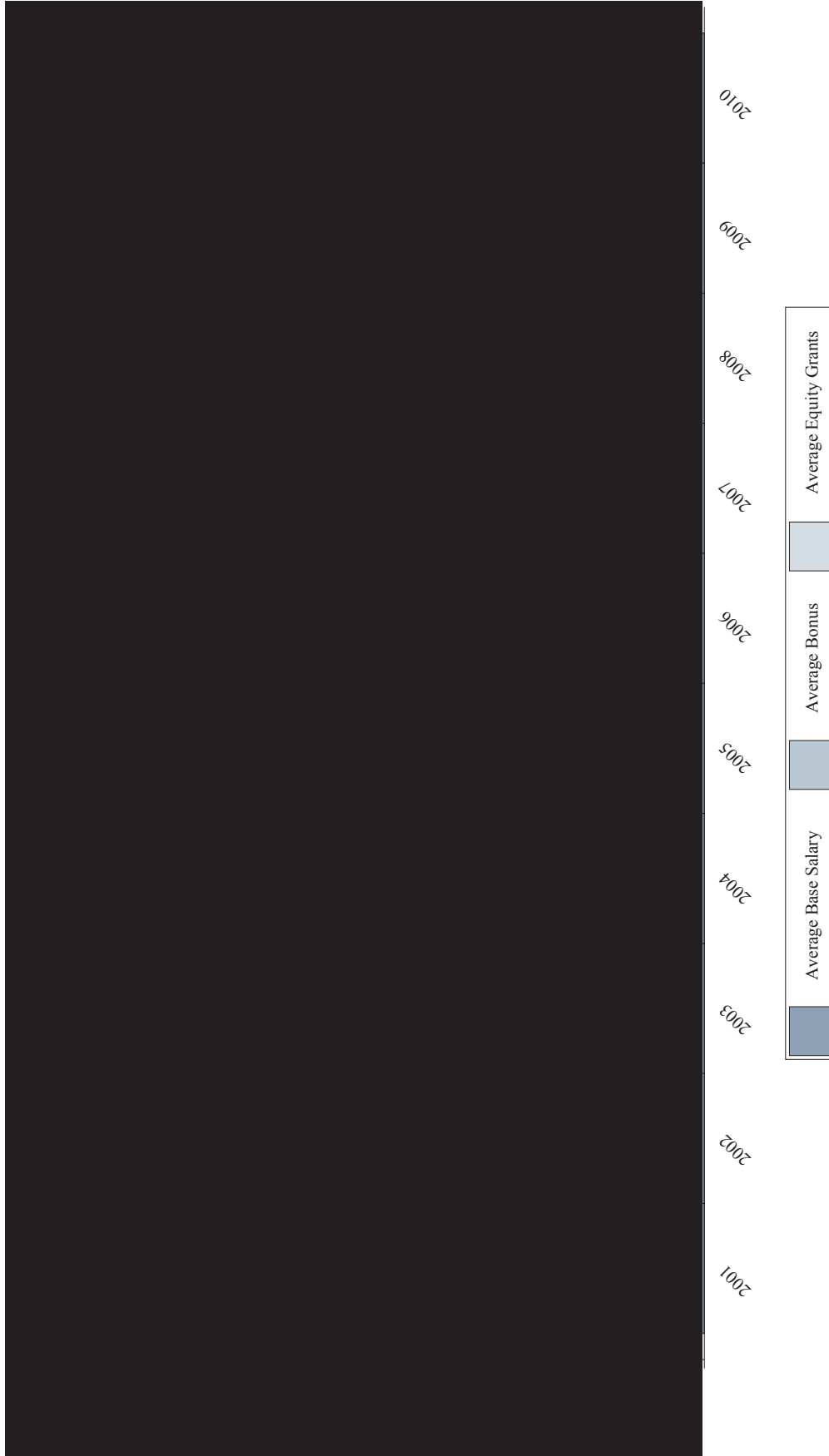
Google [REDACTED] Appendix A15
- Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class



Source: Dr. Leamer's backup.

Highly Confidential

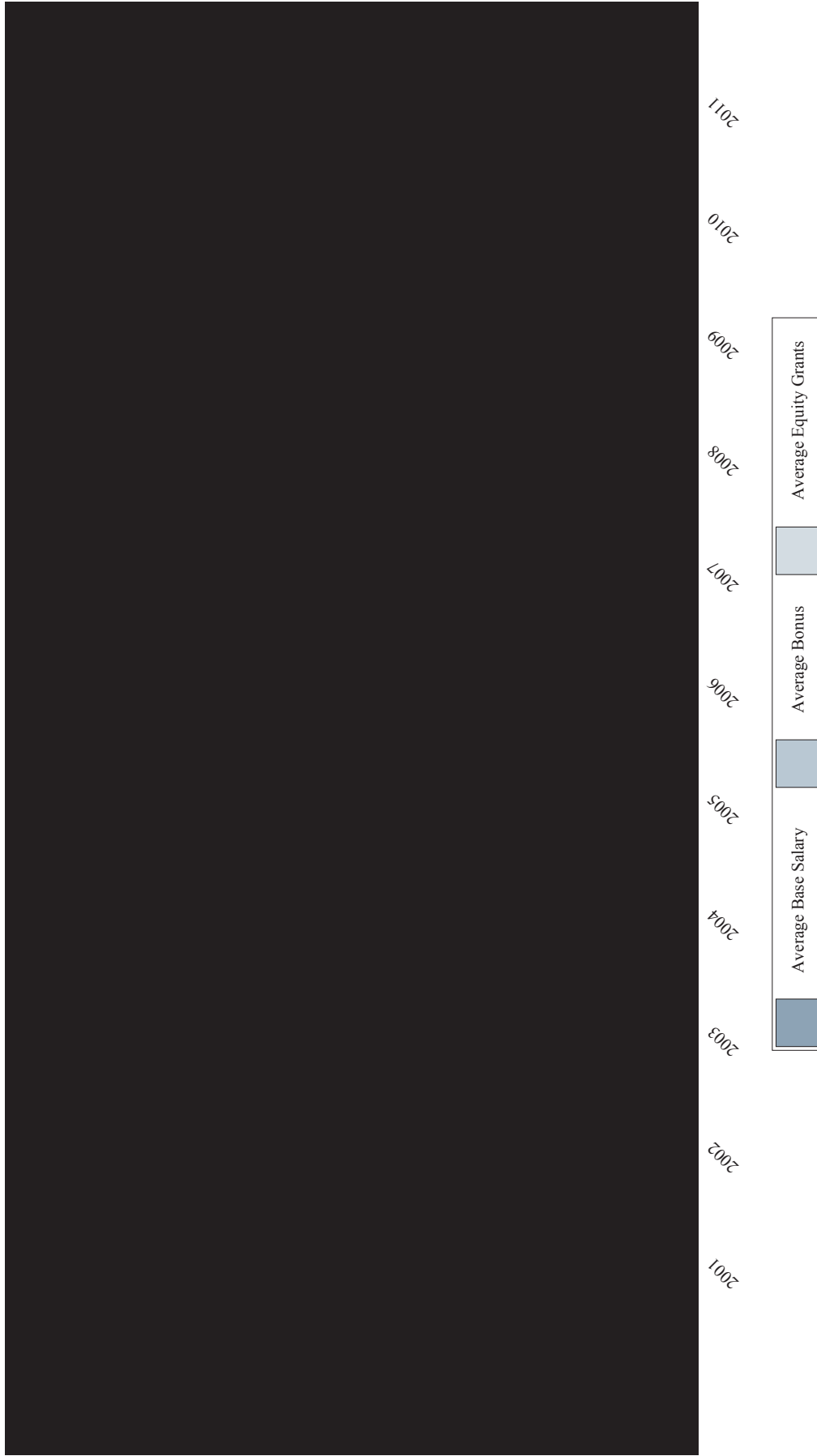
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

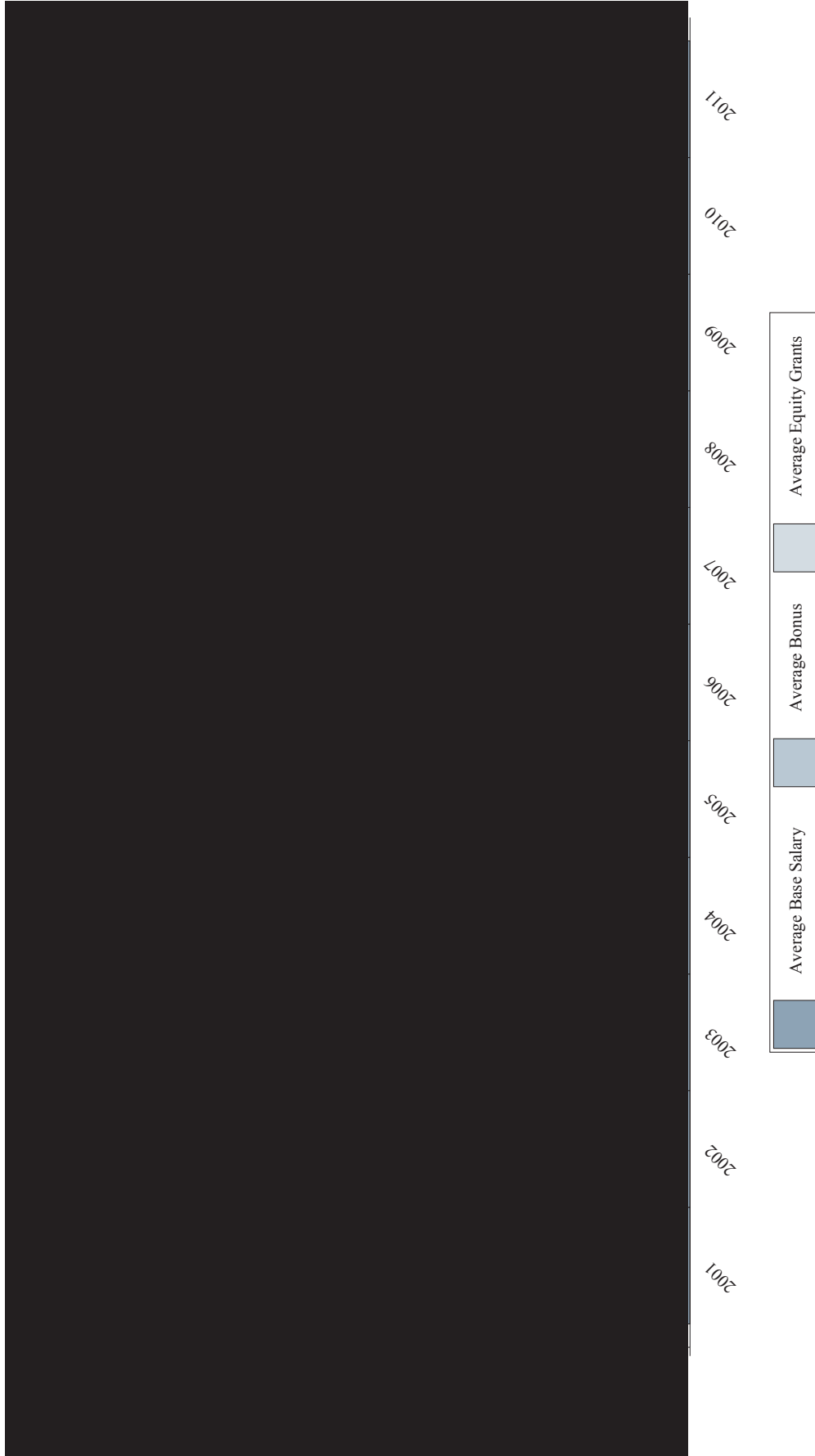
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

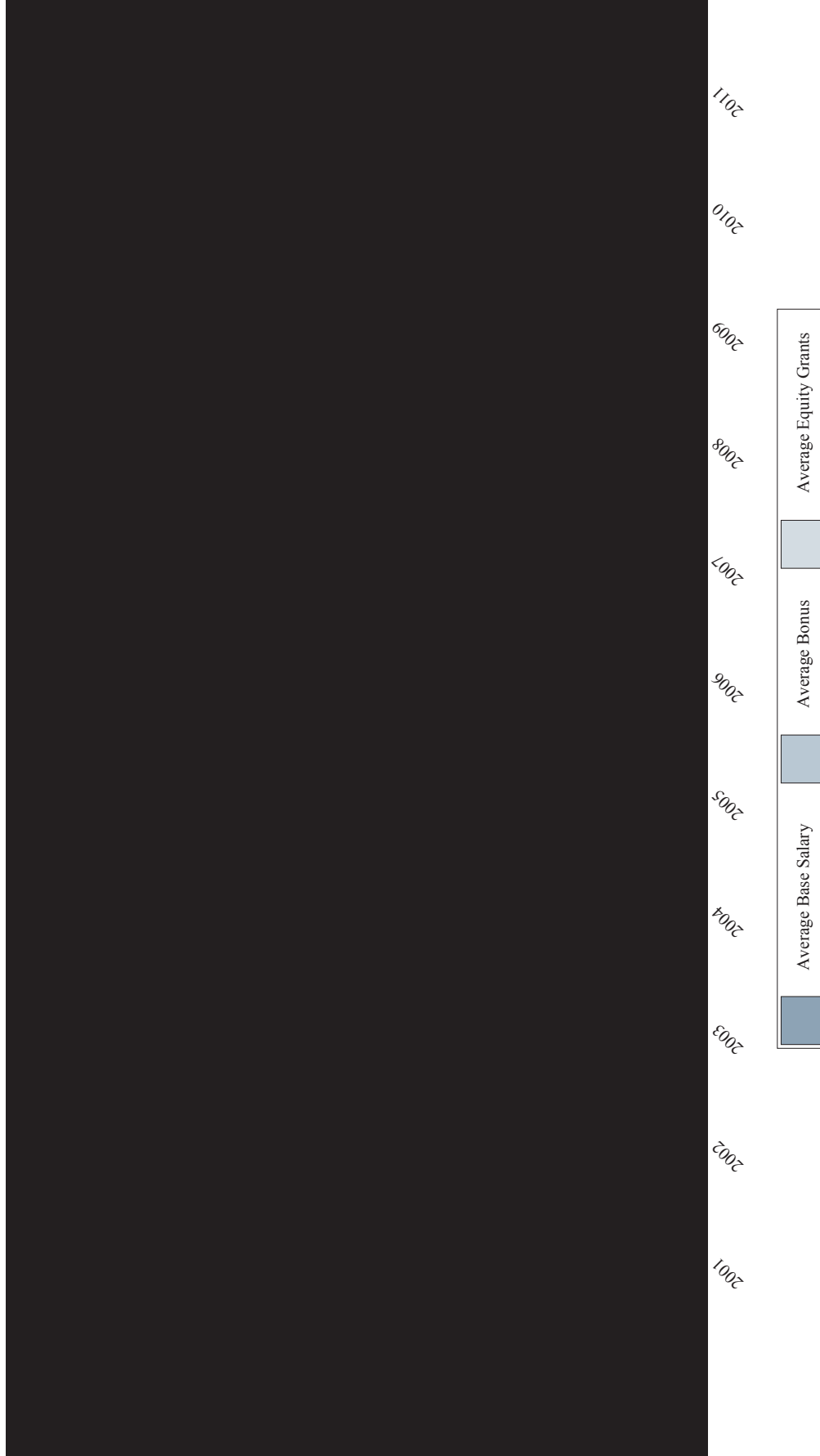
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

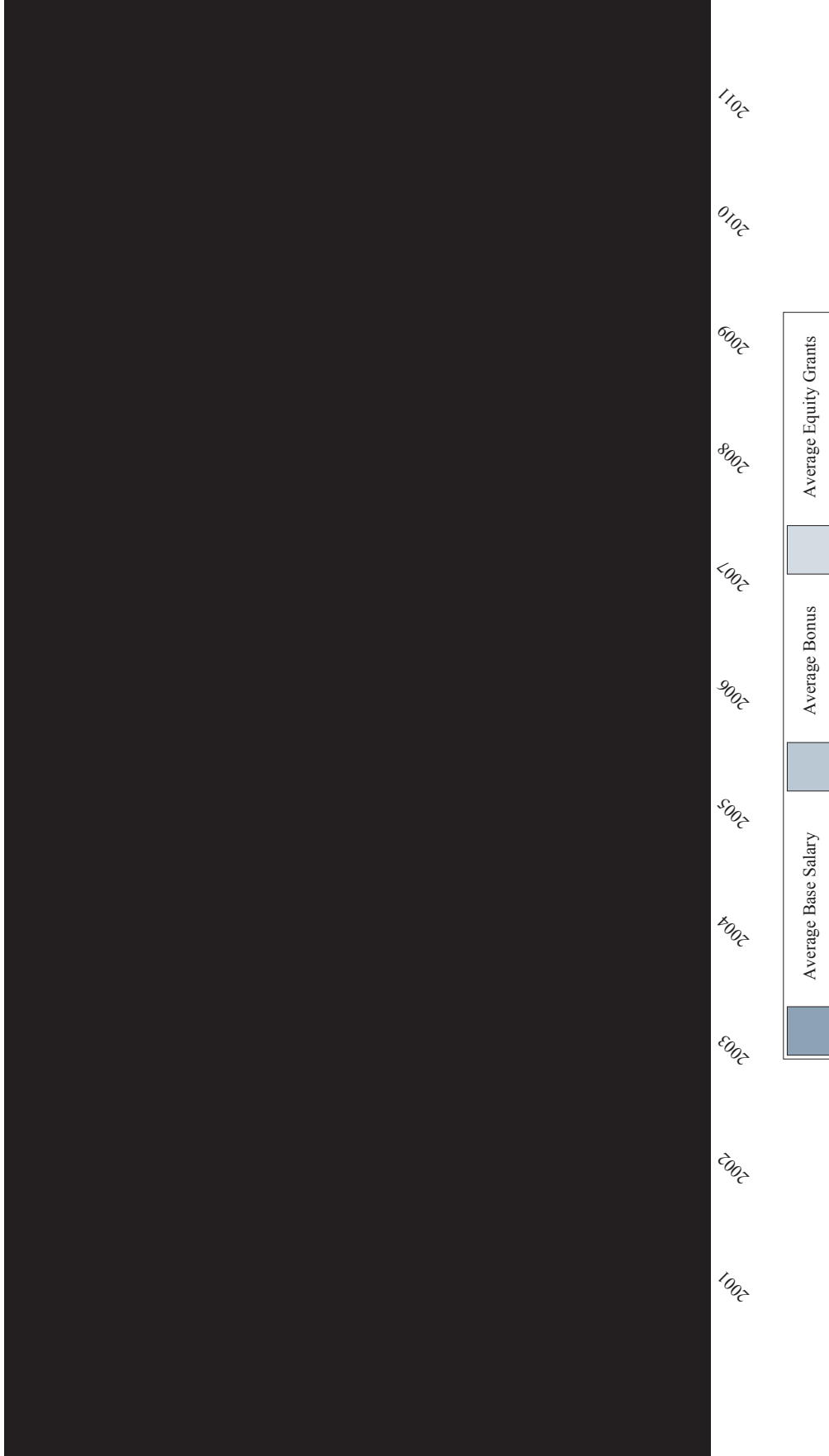
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

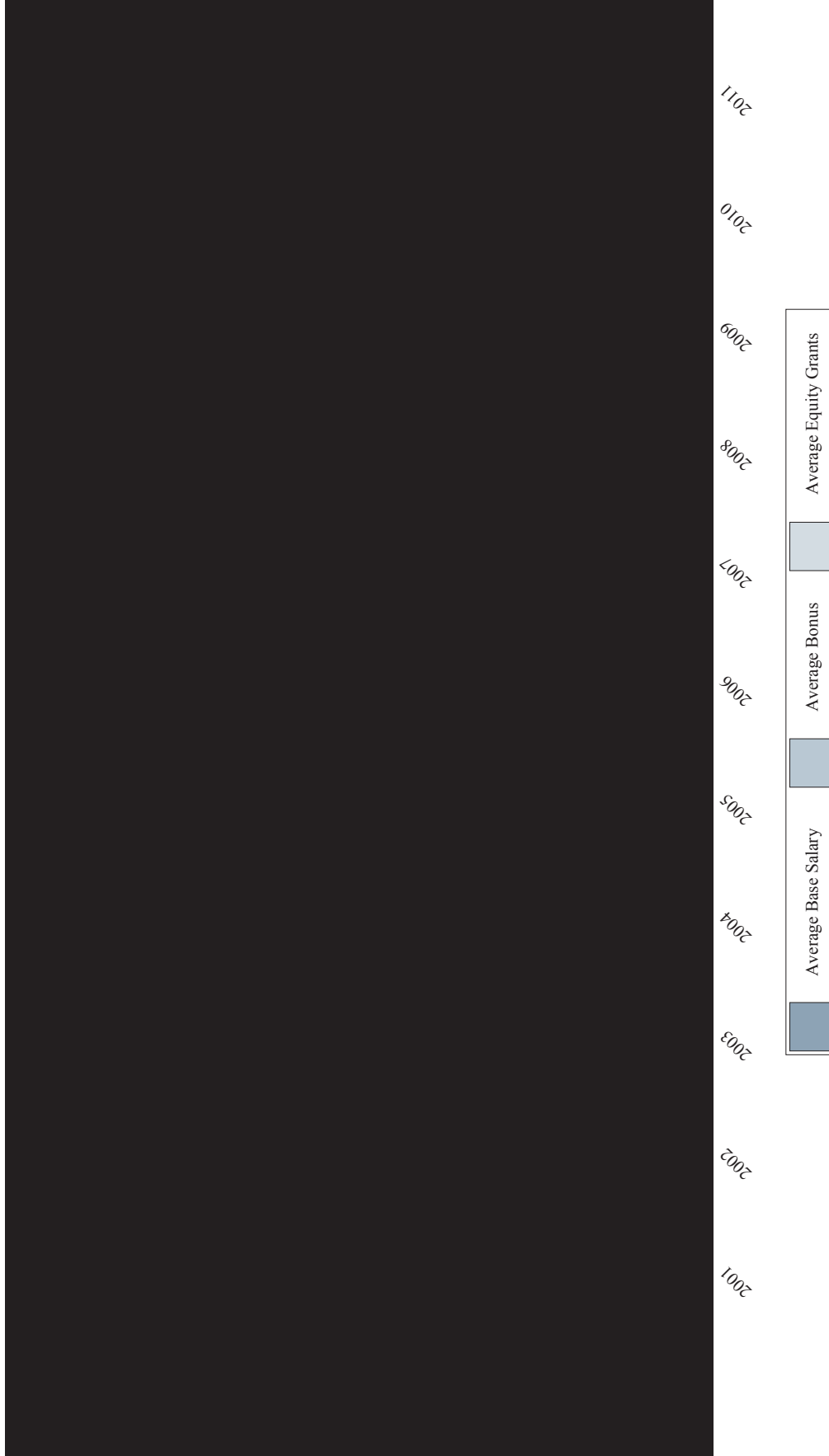
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

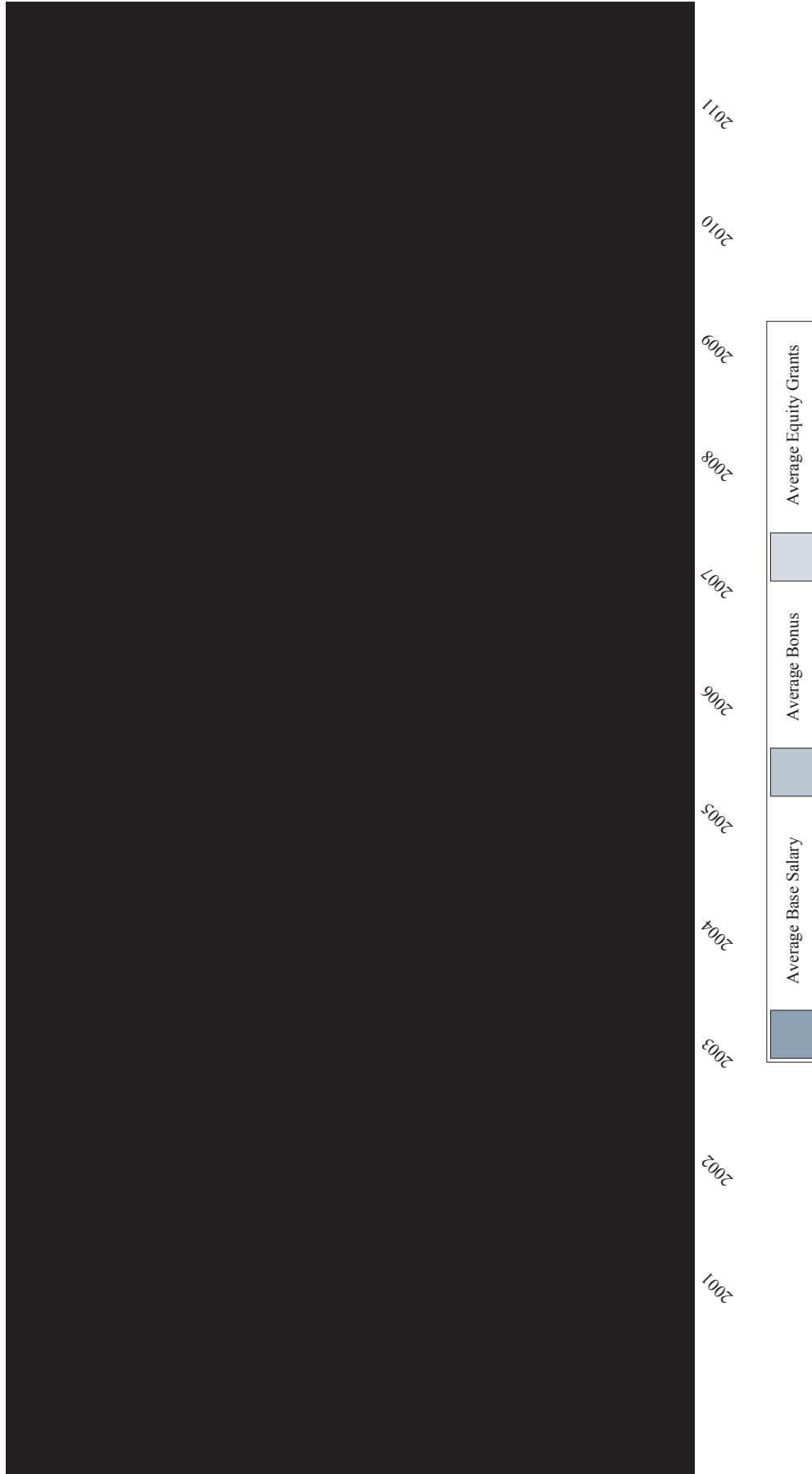
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
 Source: Dr. Leamer's backup.

Highly Confidential

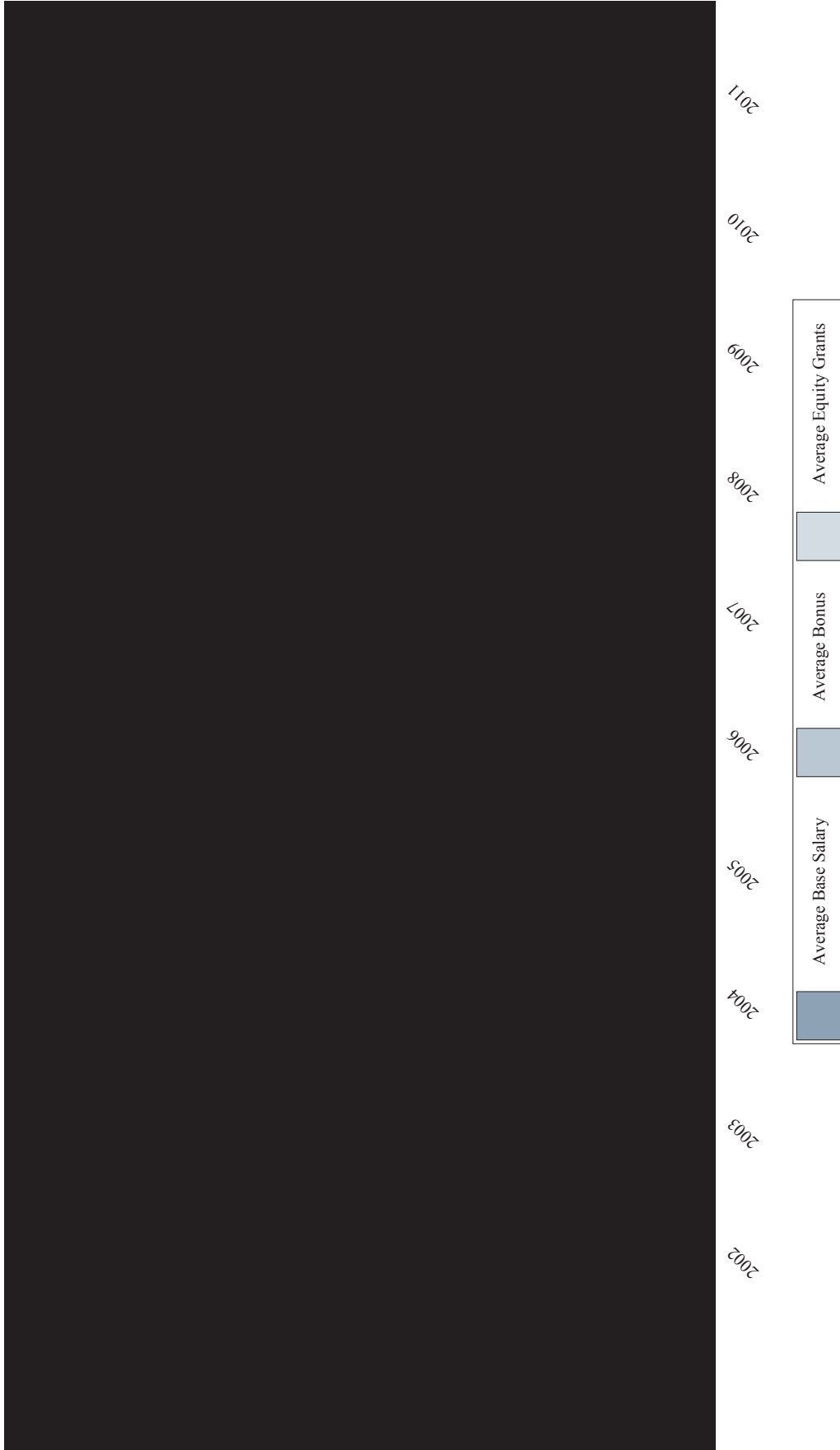
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

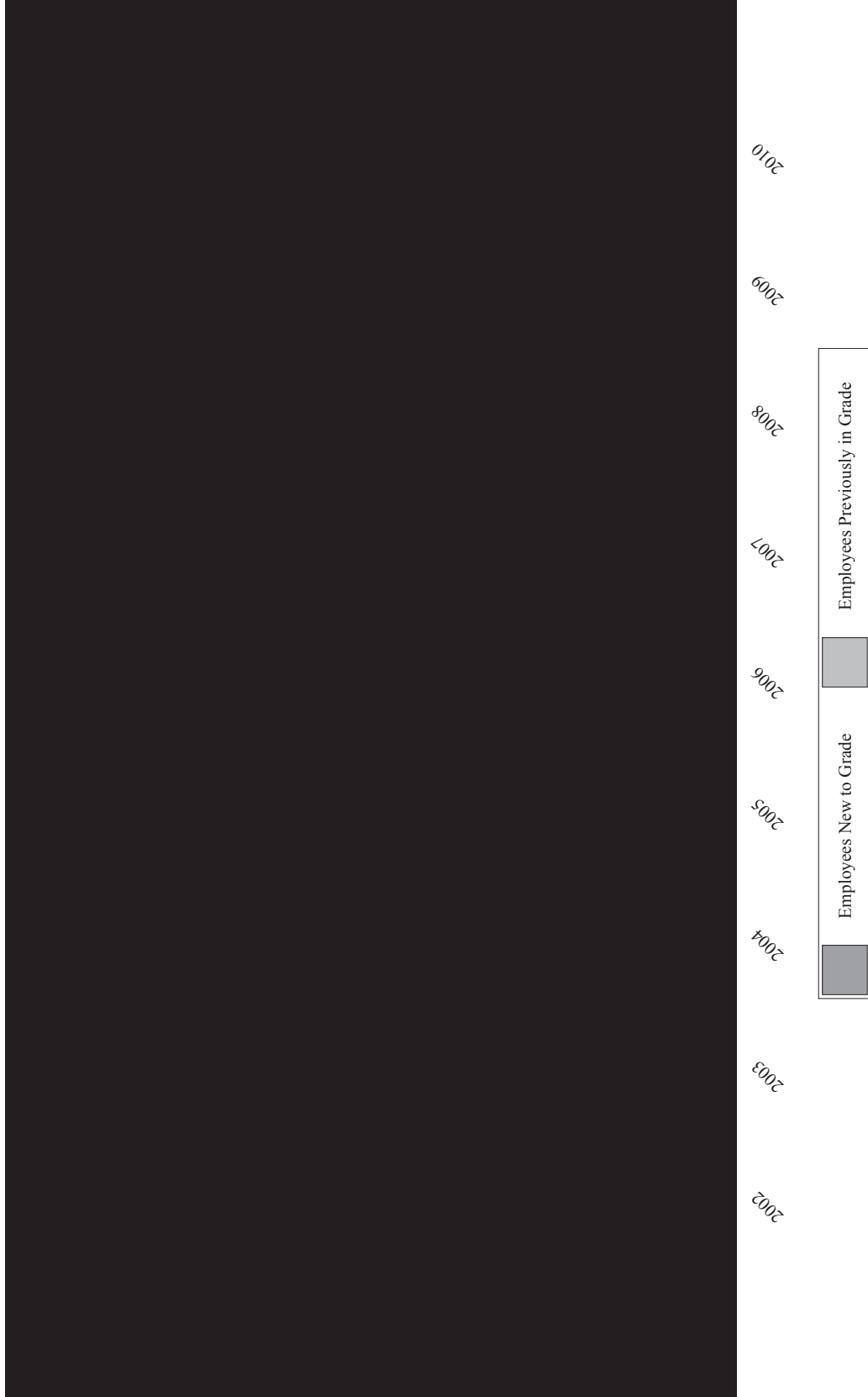
Appendix A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

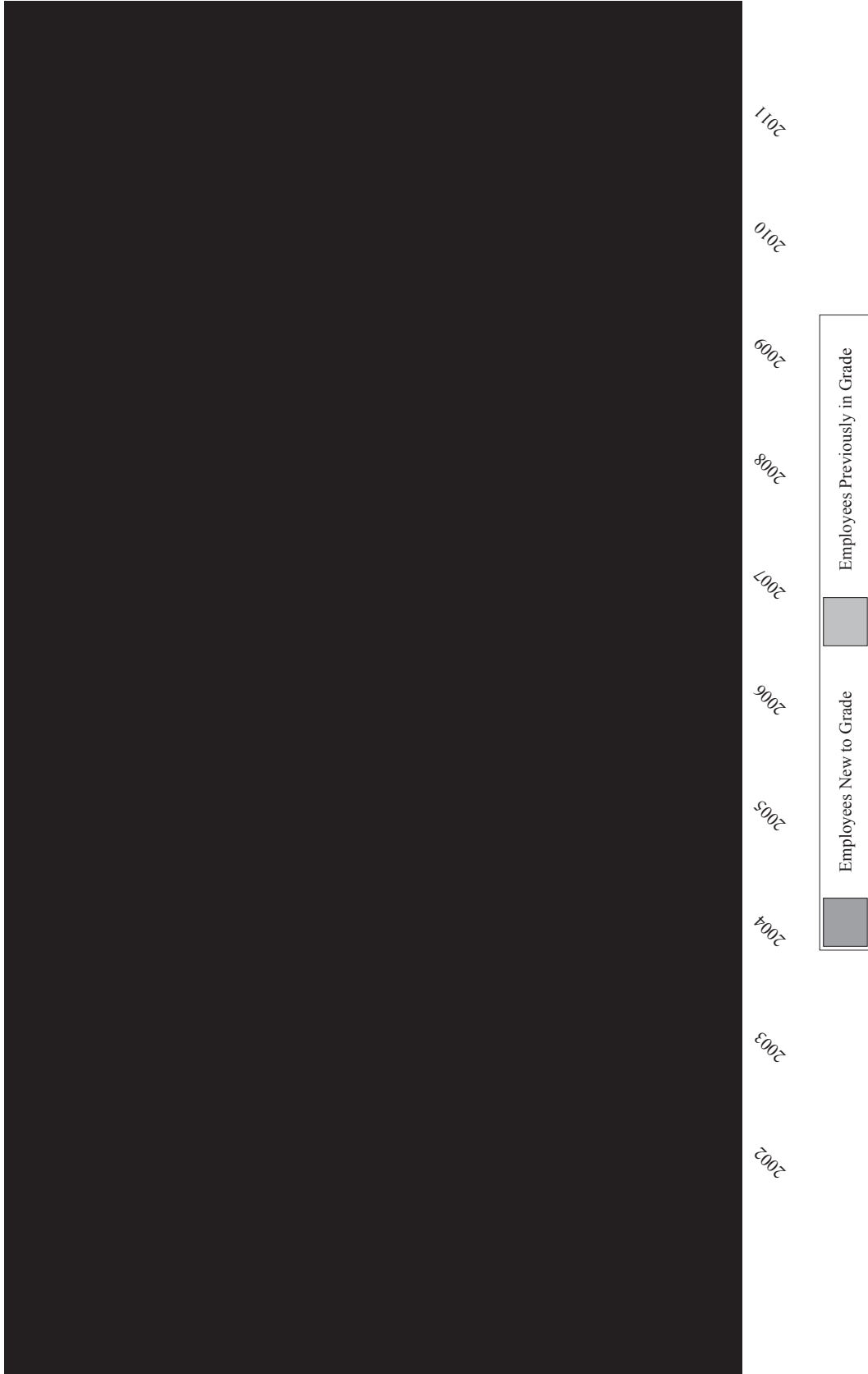
Appendix A17
 Google - [REDACTED]
 Share of Employees New to the Grade
 Technical, Creative, and R&D Class
 2002 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

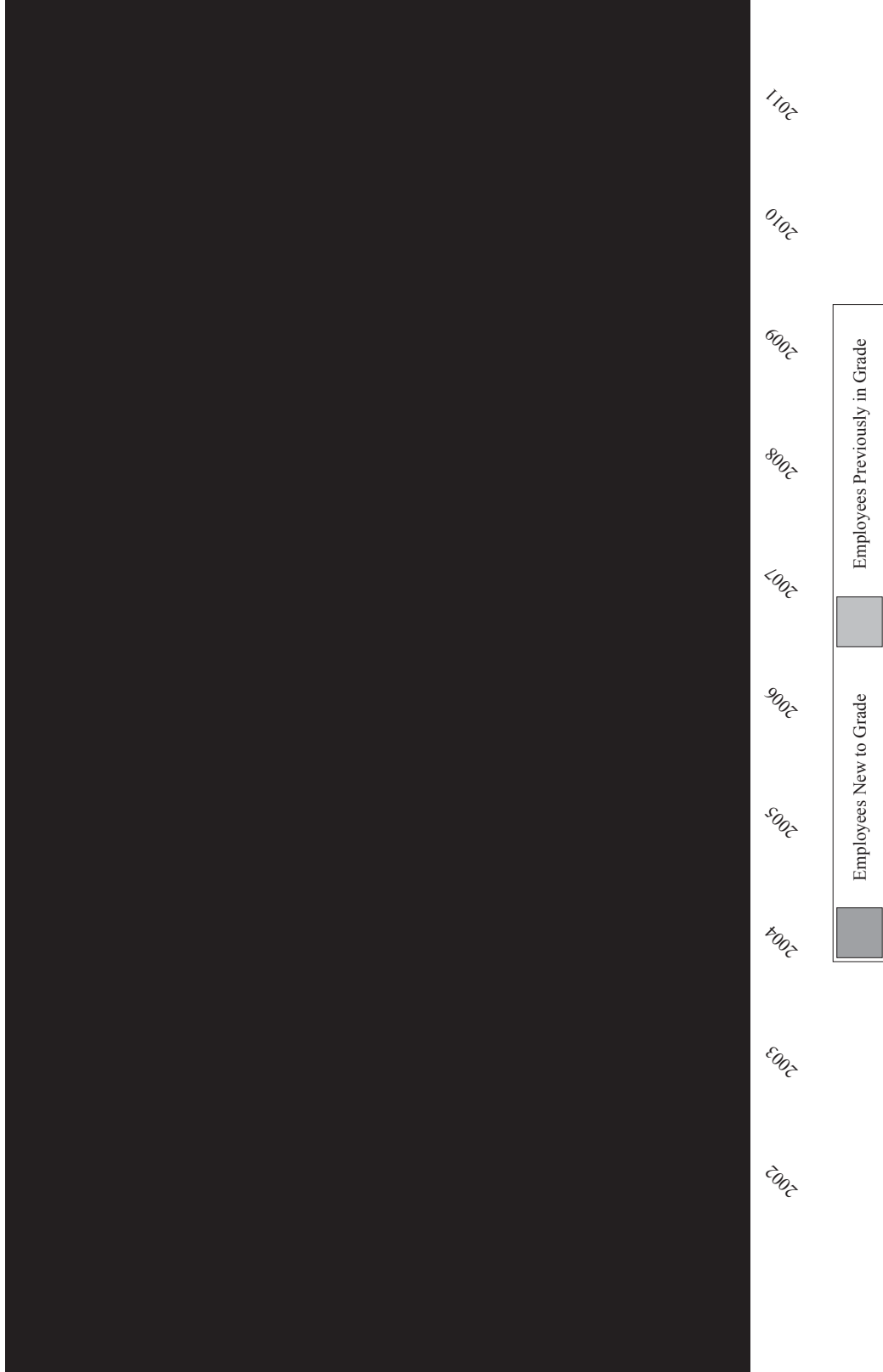
Appendix A17
Google - [REDACTED]
Share of Employees New to the Grade
Technical, Creative, and R&D Class



Source: Dr. Leamer's backup.

Highly Confidential

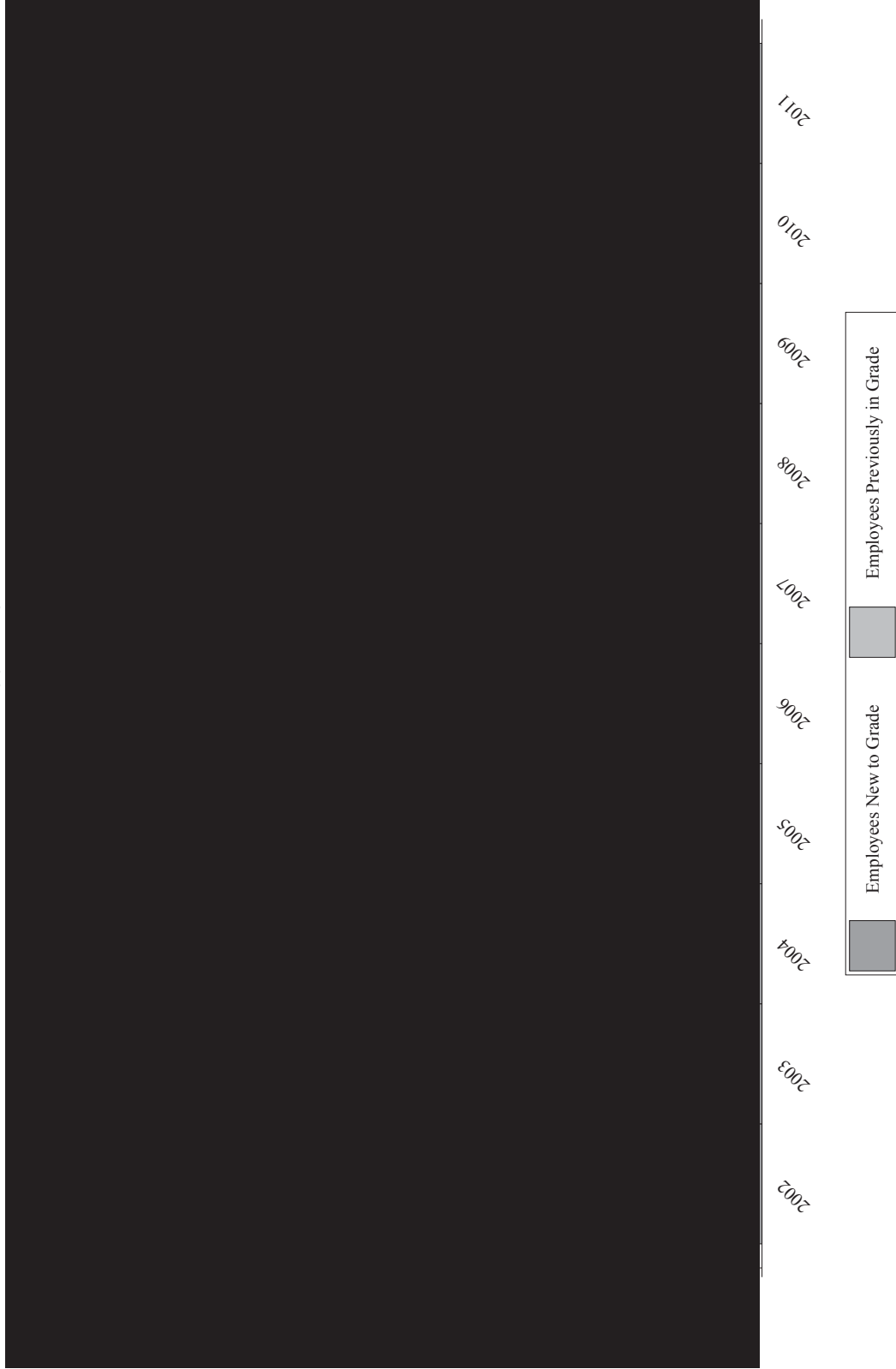
Appendix A17
Google - [REDACTED]
Share of Employees New to the Grade
Technical, Creative, and R&D Class
2002 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

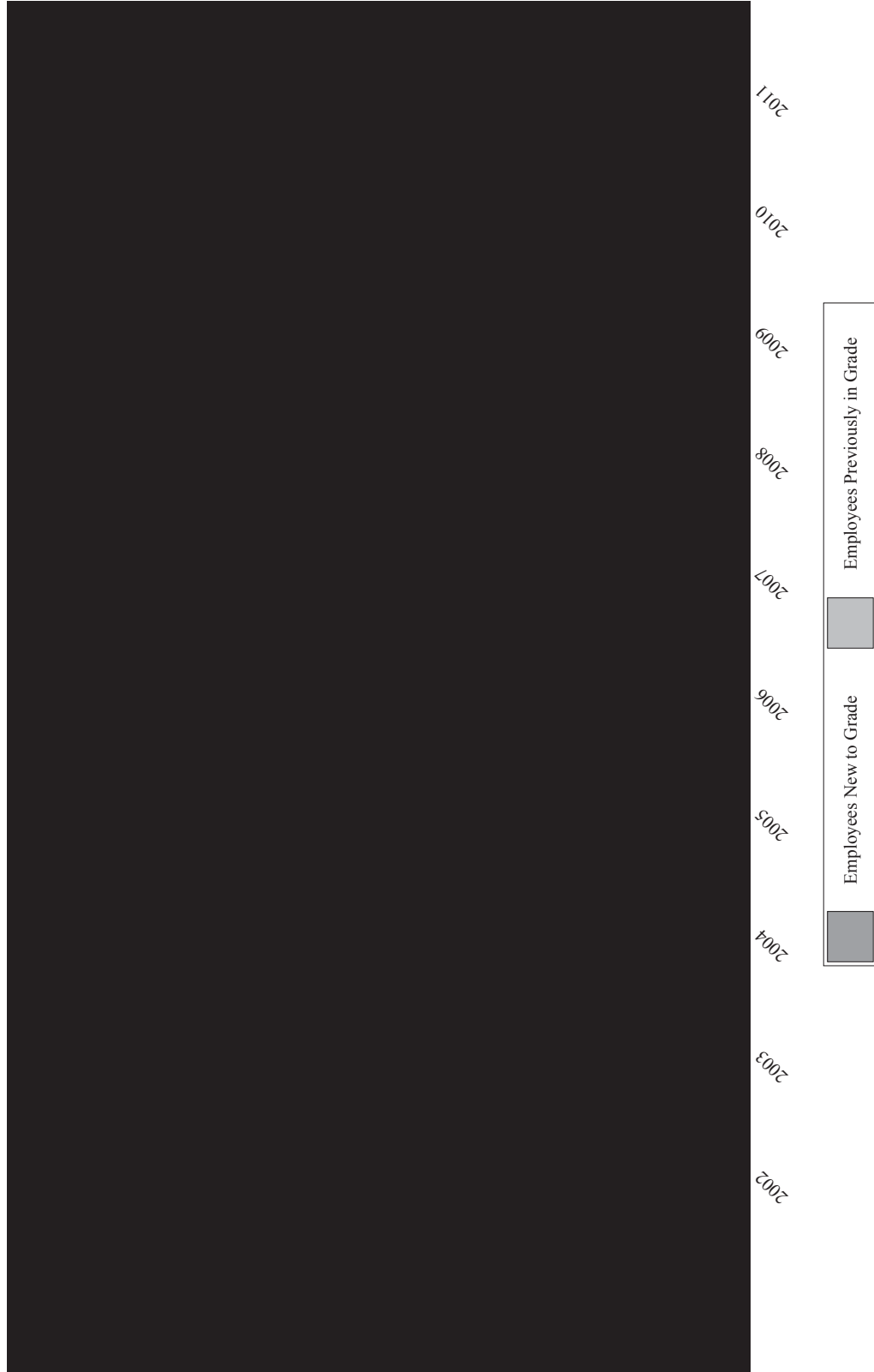
Appendix A17
Google - [REDACTED]
Share of Employees New to the Grade
Technical, Creative, and R&D Class
2002 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

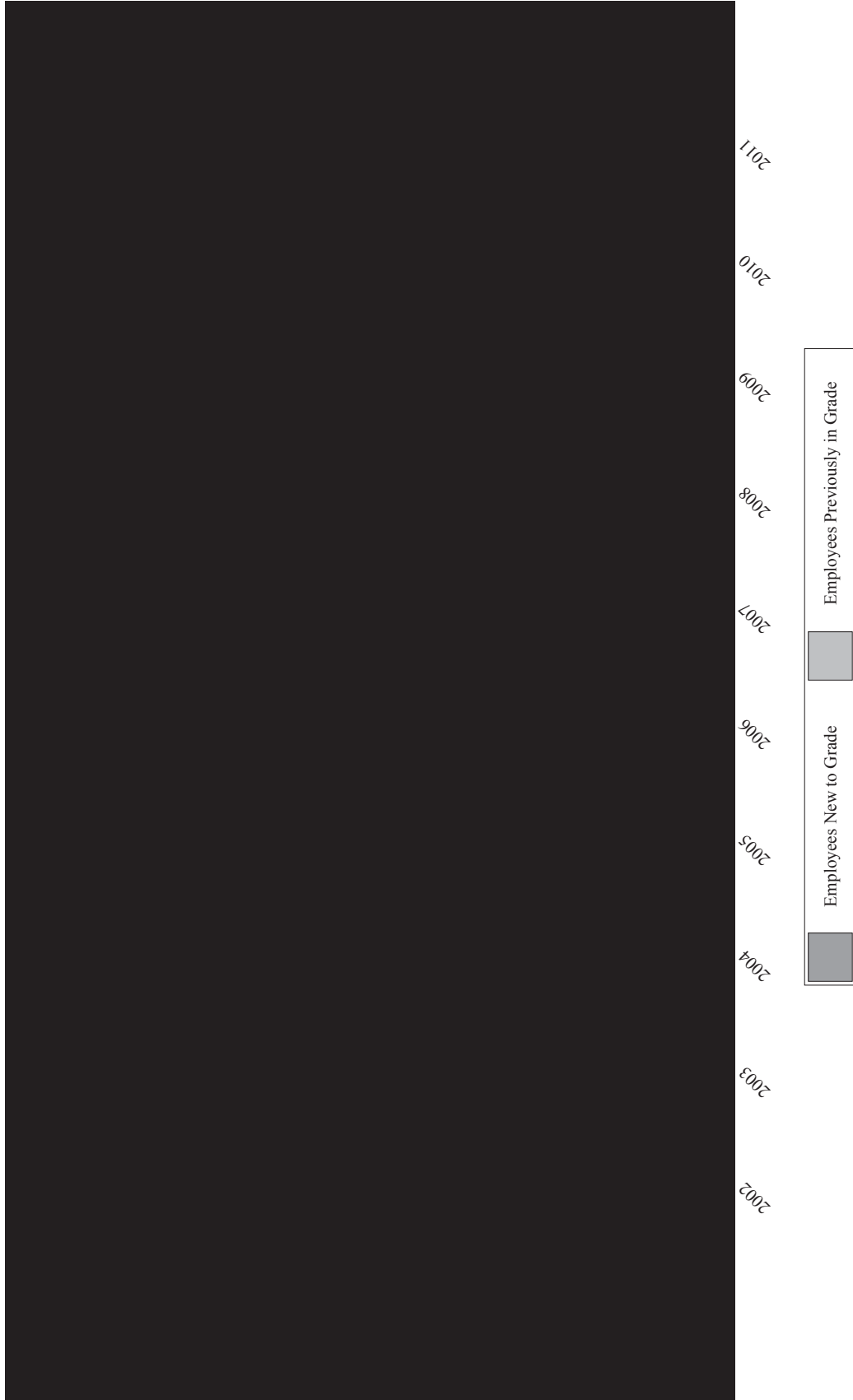
Appendix A17
 Google - [REDACTED]
 Share of Employees New to the Grade
 Technical, Creative, and R&D Class
 2002 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

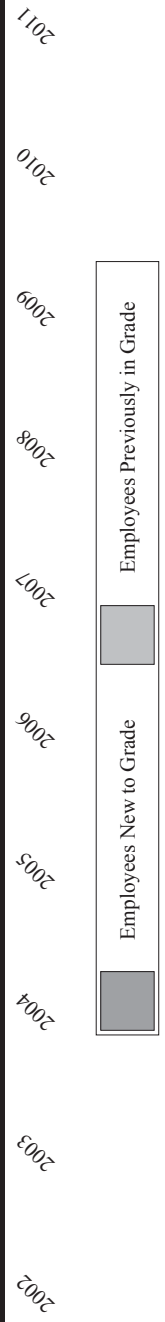
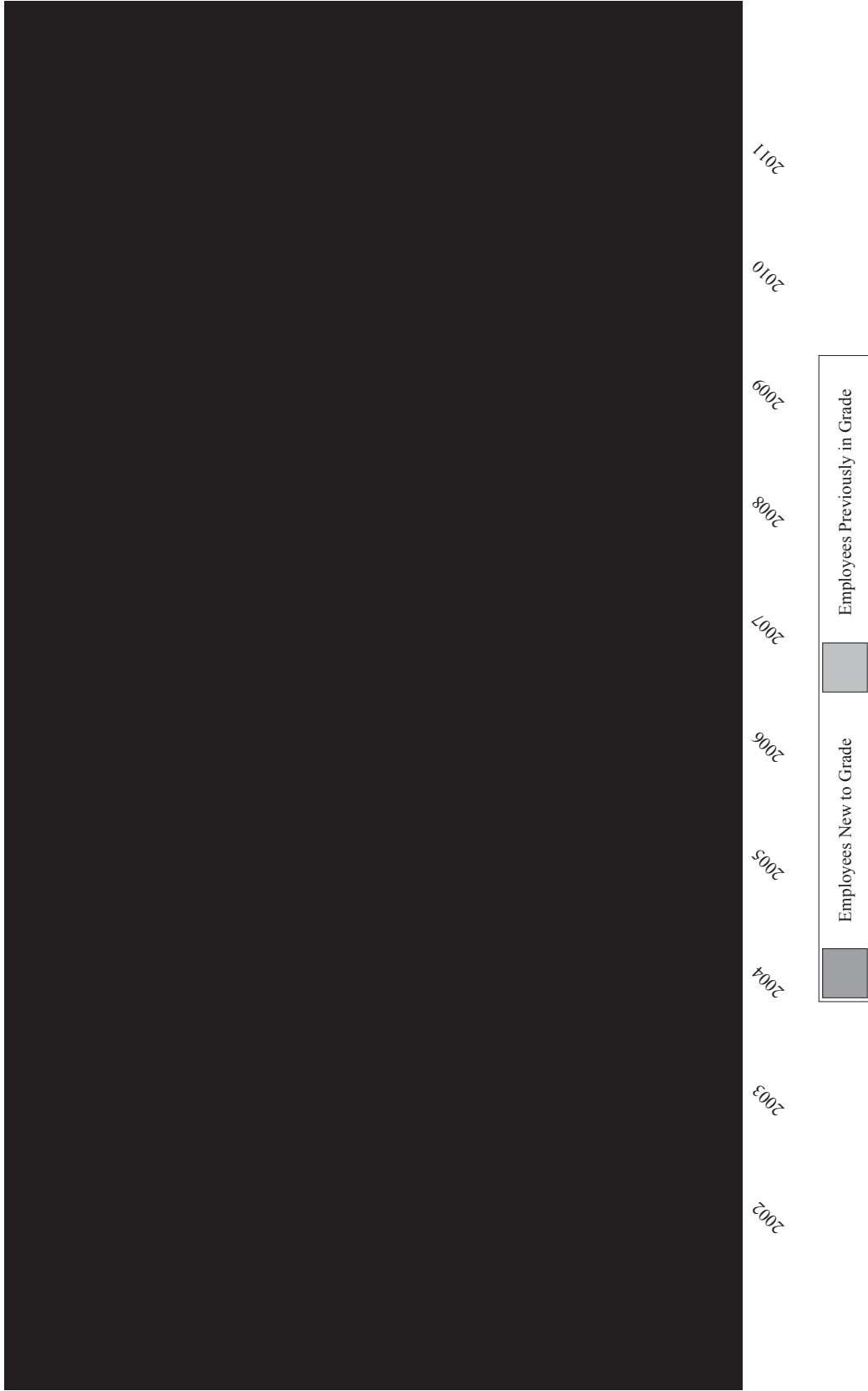
Appendix A17
Google - [REDACTED]
Share of Employees New to the Grade
Technical, Creative, and R&D Class
2002 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

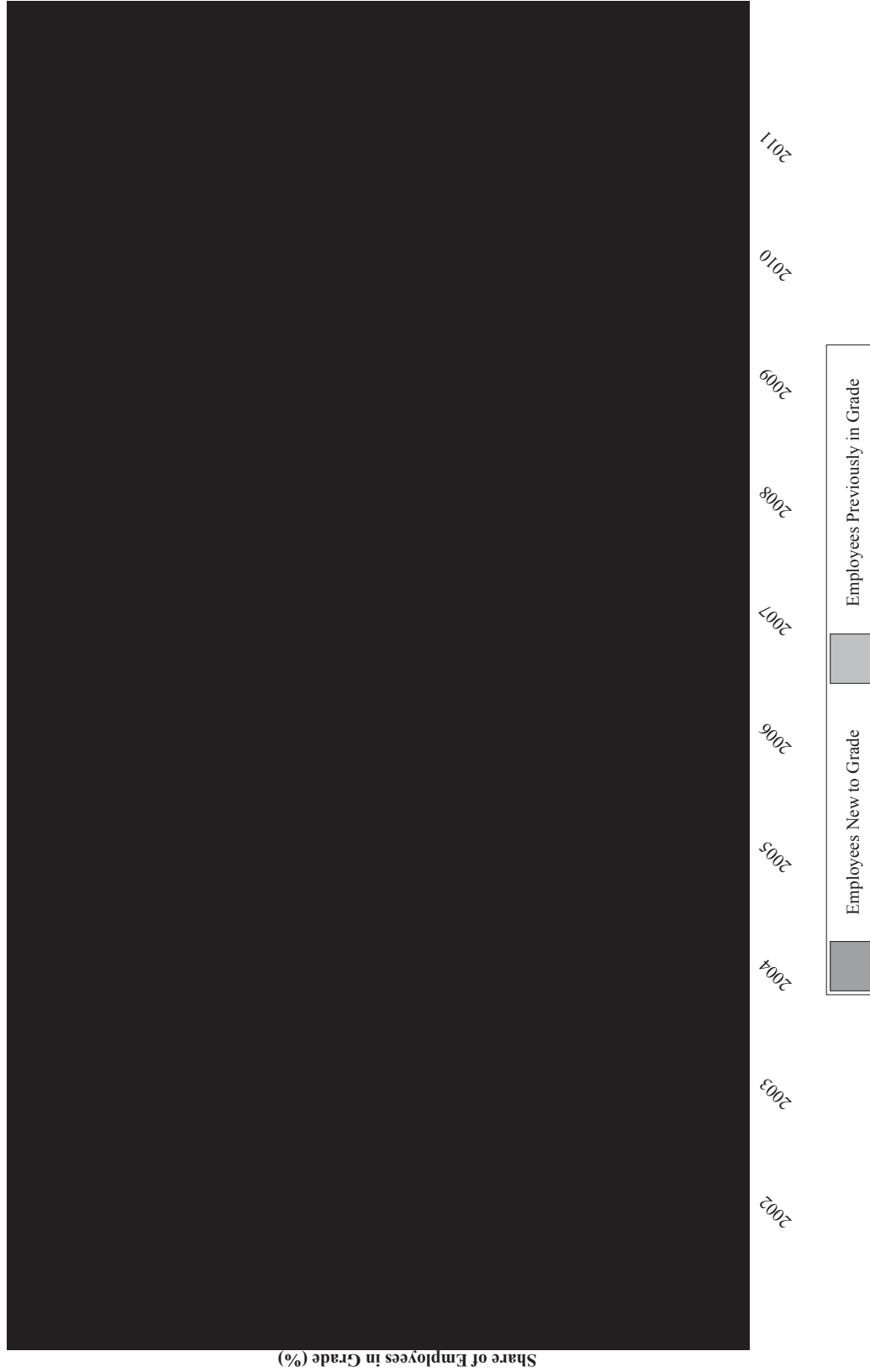
Appendix A17
Google - [REDACTED]
Share of Employees New to the Grade
Technical, Creative, and R&D Class
2002 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

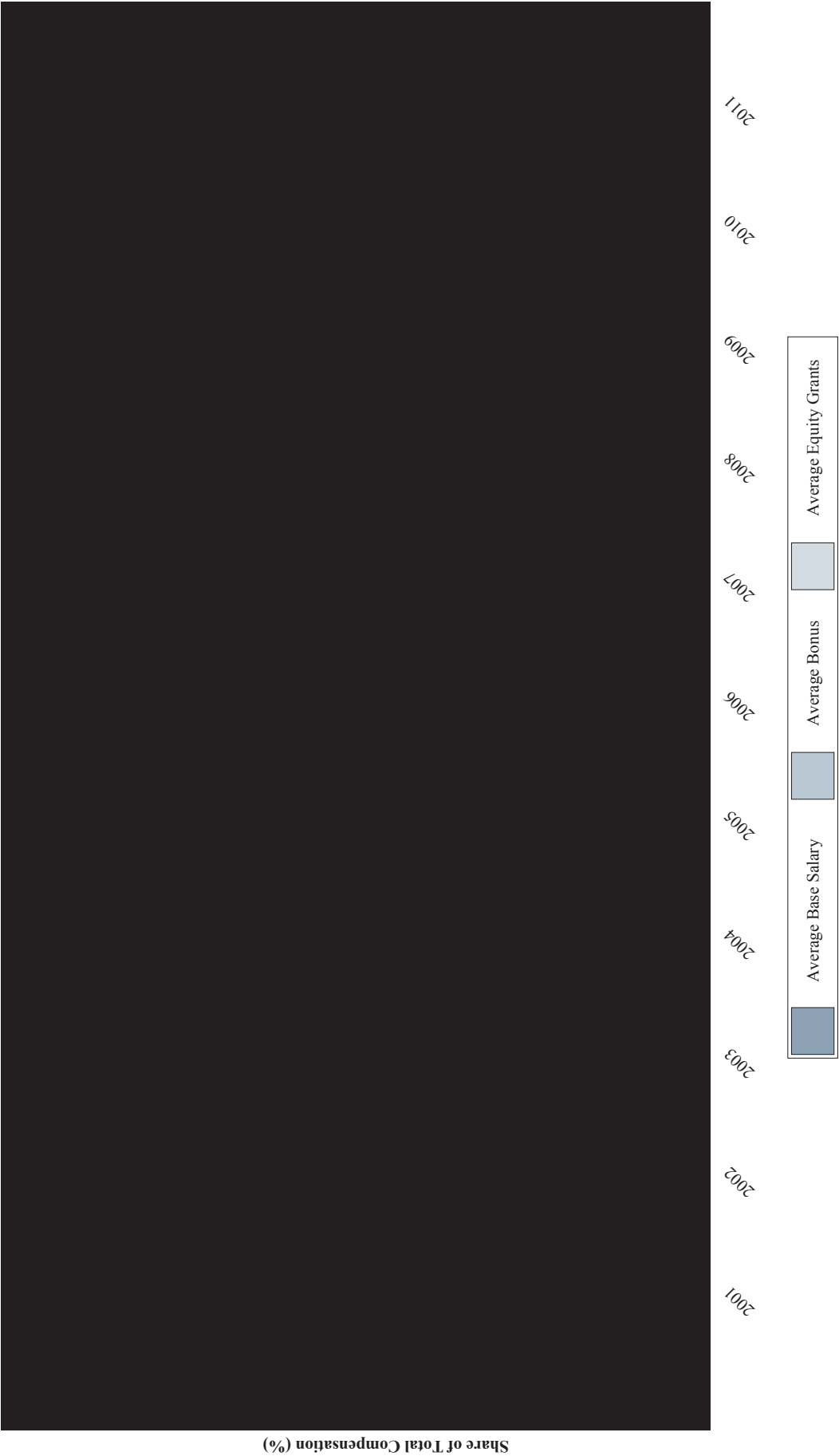
Appendix A17
Google - [REDACTED]
Share of Employees New to the Grade
Technical, Creative, and R&D Class
2002 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

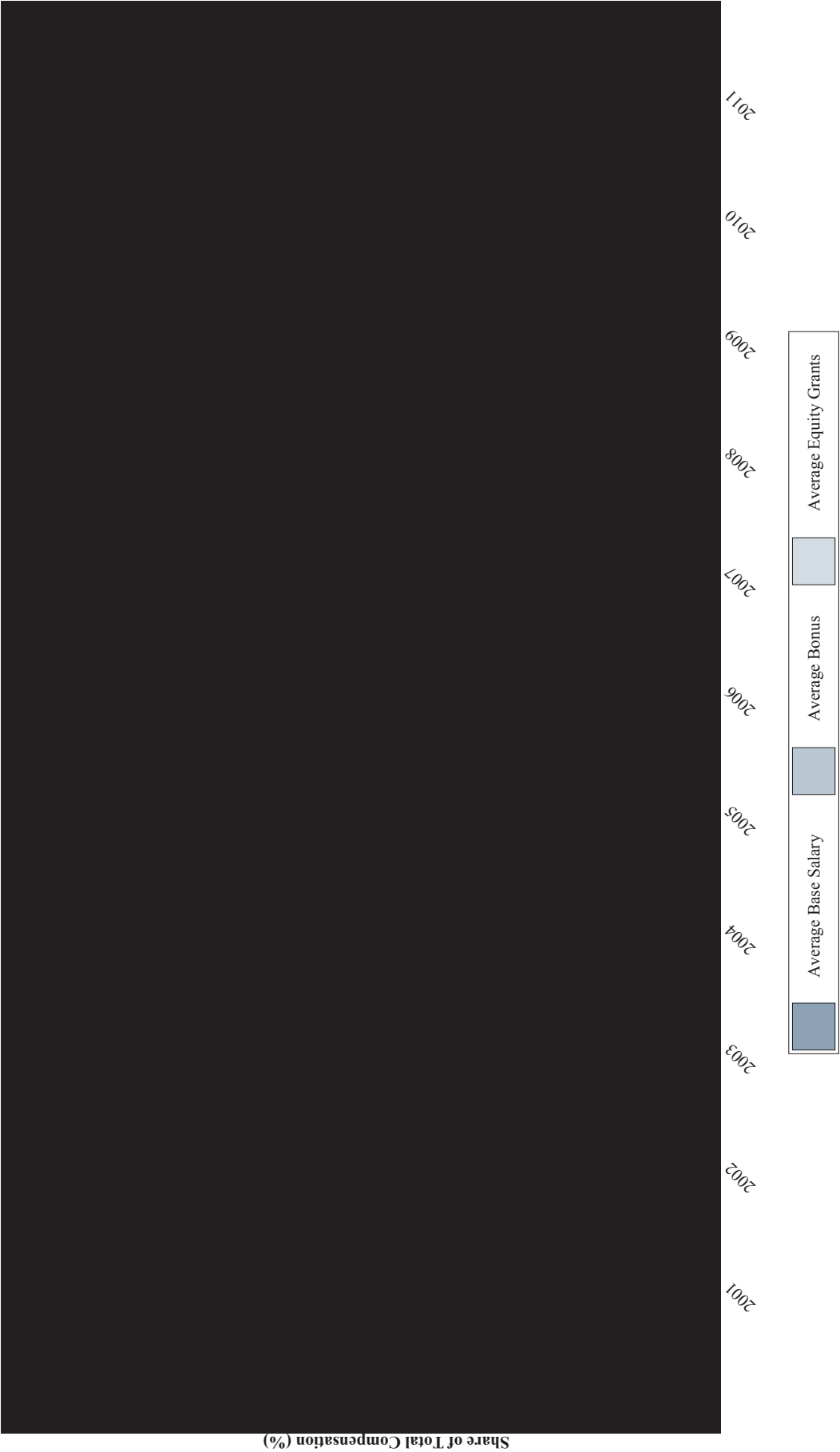
Appendix A18
Intuit Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

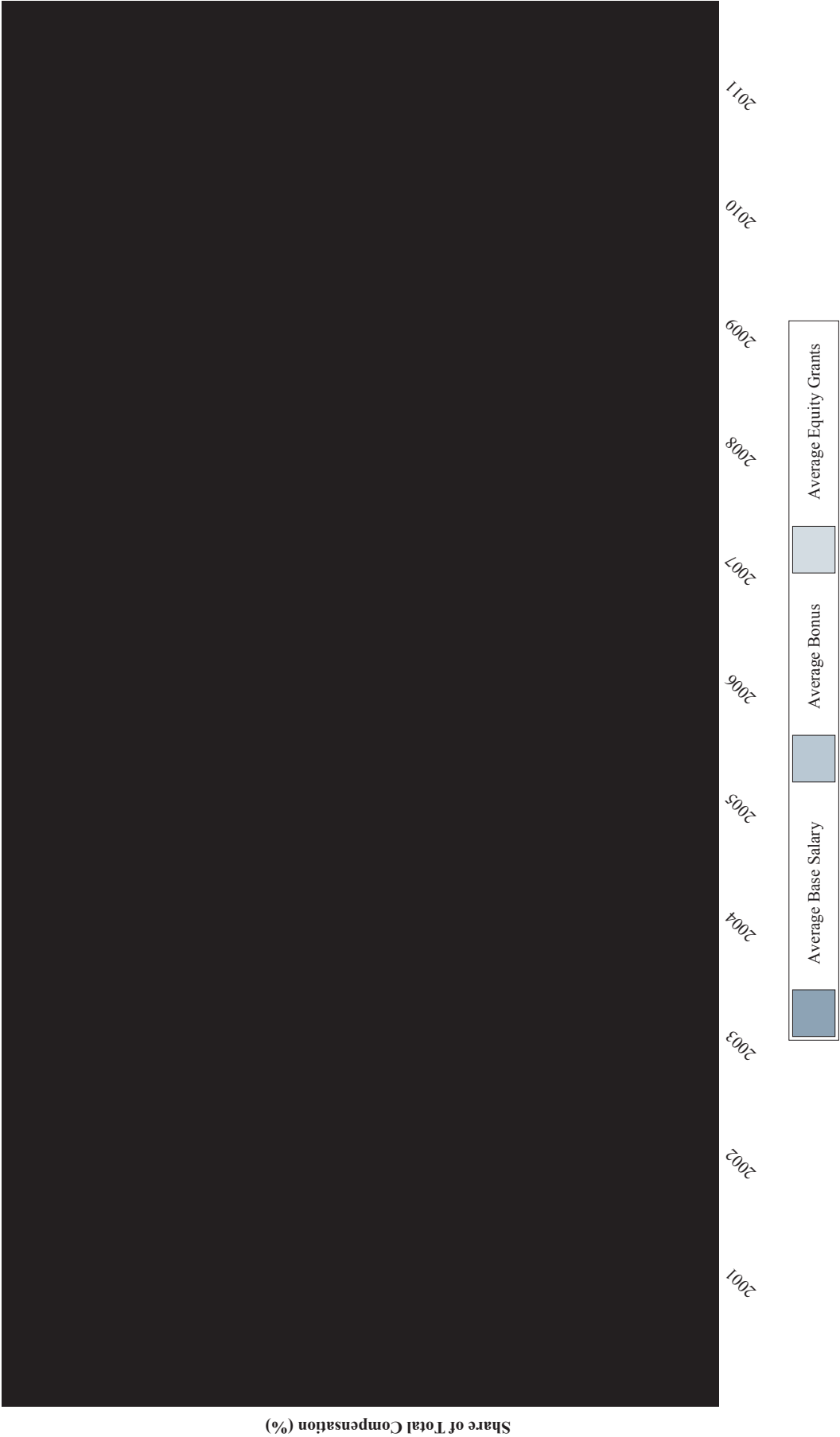
Appendix A19
Pixar Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

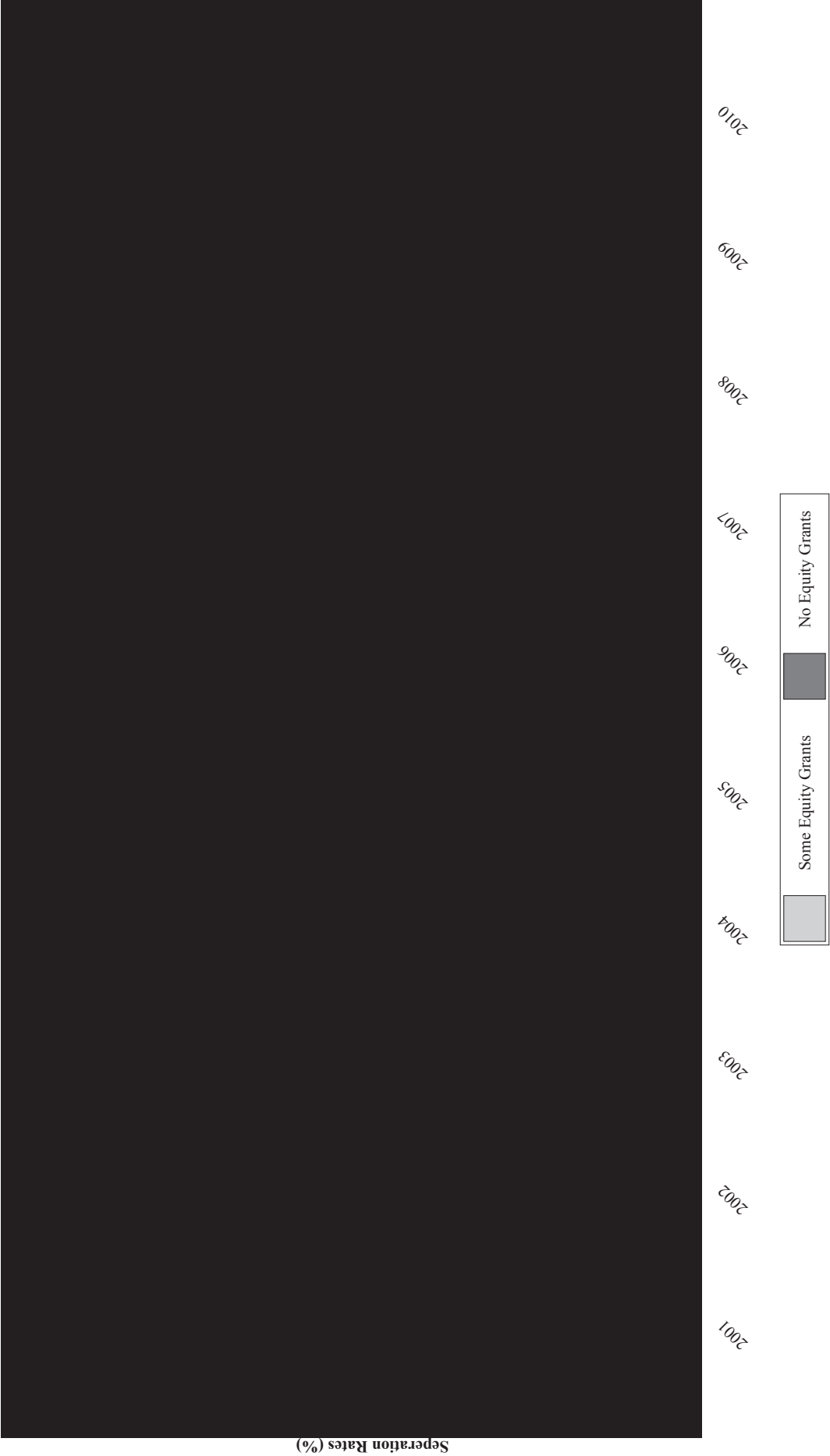
Appendix A20
Lucasfilm Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B1
Adobe, Apple, Intel, and Google
Separation Rates Comparison Between Employees with Some and Zero Equity Grants
Technical, Creative and R&D Class



Source: Dr. Leamer's backup.

Appendix B2
Adobe, Apple, Intel, and Google
Retention of Employees with Some and Zero Equity Grants
Technical, Creative and R&D Class
2001 - 2011

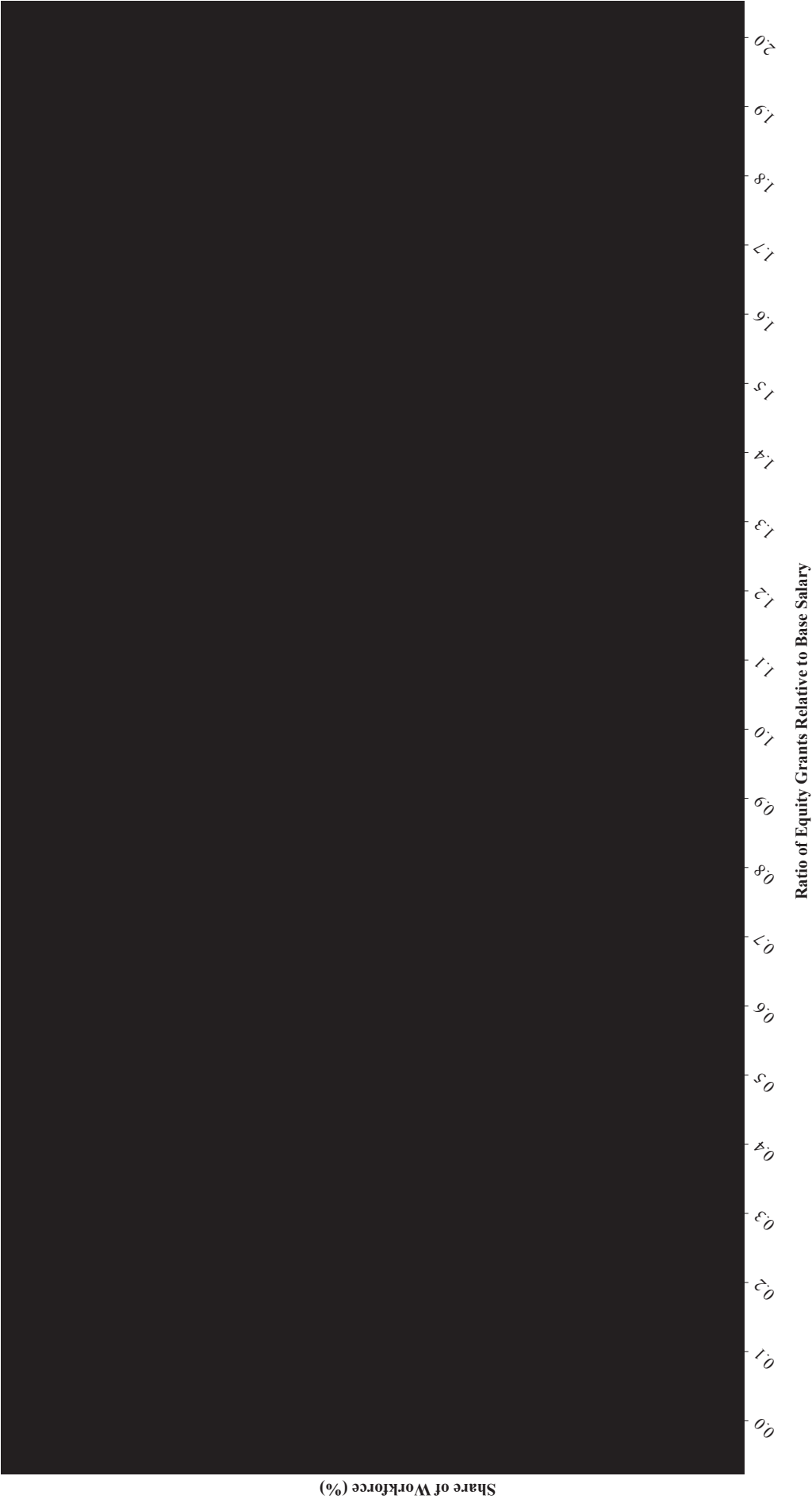


Note: Stayers are defined as employees at year-end that are also present in the next year-end data for the defendant
Leavers are defined as employees at year-end that are not present in the next year-end data for the defendant

Source: Dr. Leamer's backup

Highly Confidential

Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 140 employee(s) with no equity grants.
Excludes a total of 30 employee(s) with a ratio greater than 2.
Includes 1,412 employee(s) in the class.
Source: Dr. Leamer's backup.

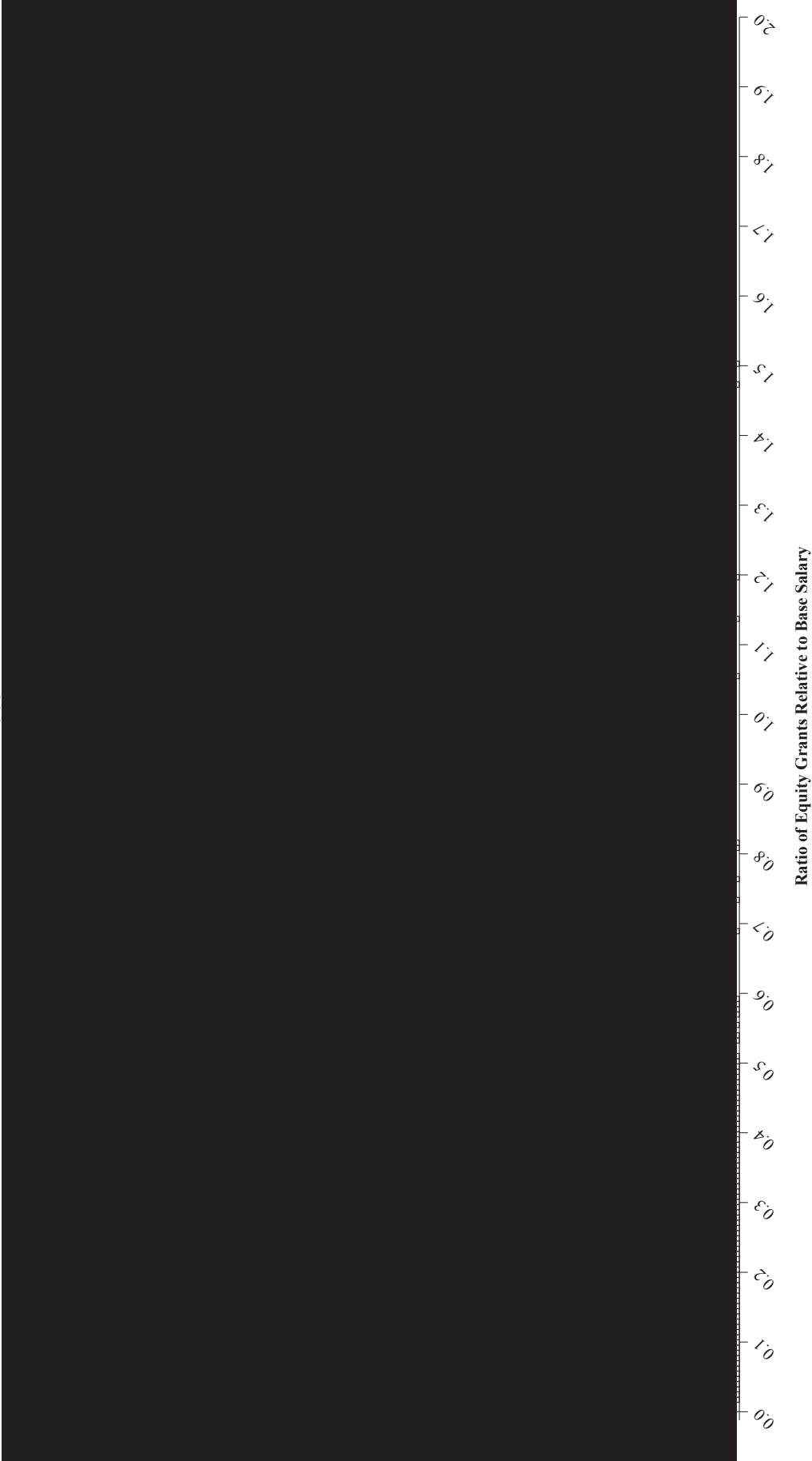
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2002



Notes: Excludes a total of 1,013 employee(s) with no equity grants.
Excludes a total of 12 employee(s) with a ratio greater than 2.
Includes 416 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

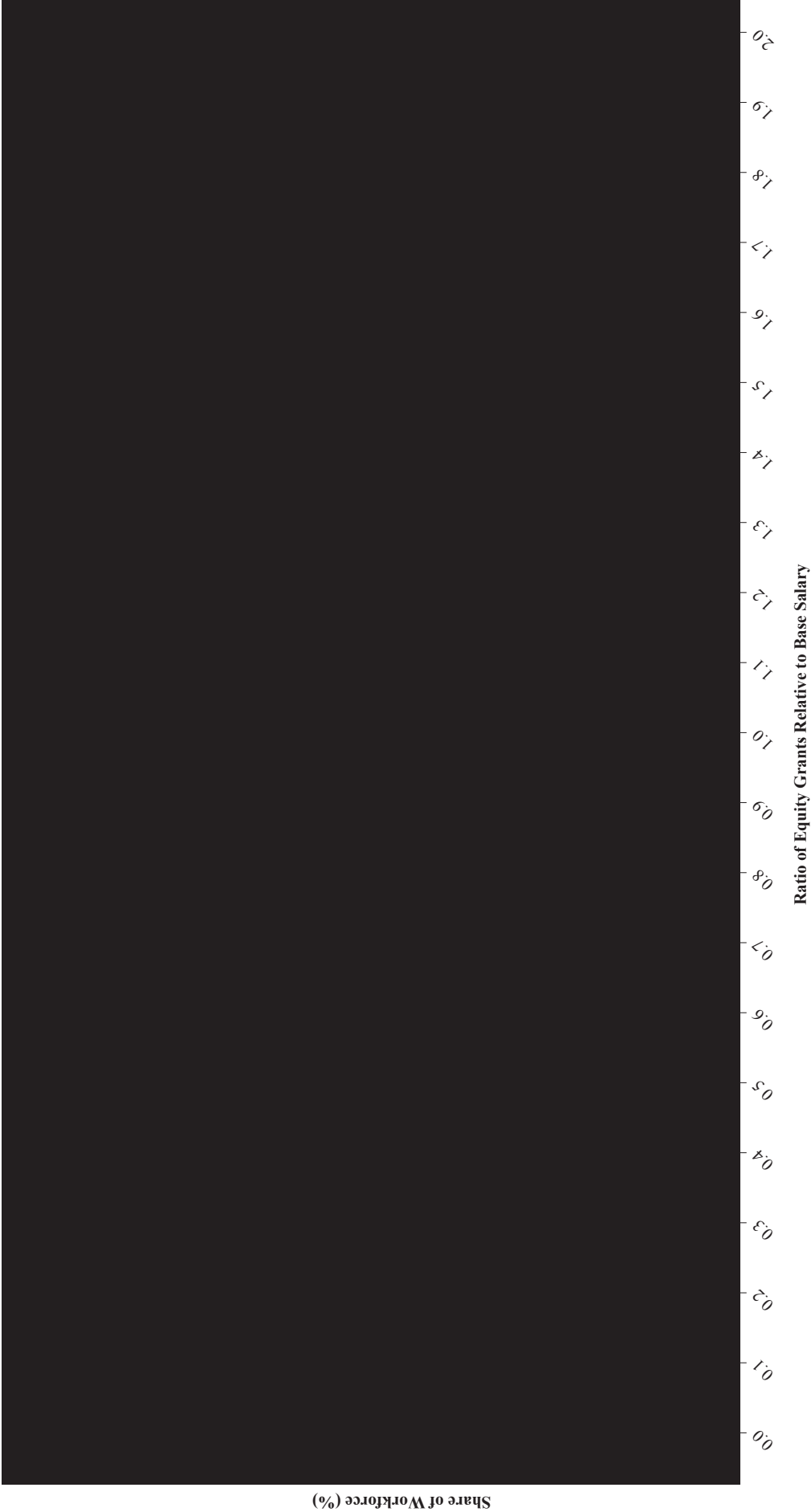
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2003



Notes: Excludes a total of 680 employee(s) with no equity grants.
Excludes a total of 6 employee(s) with a ratio greater than 2.
Includes 764 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

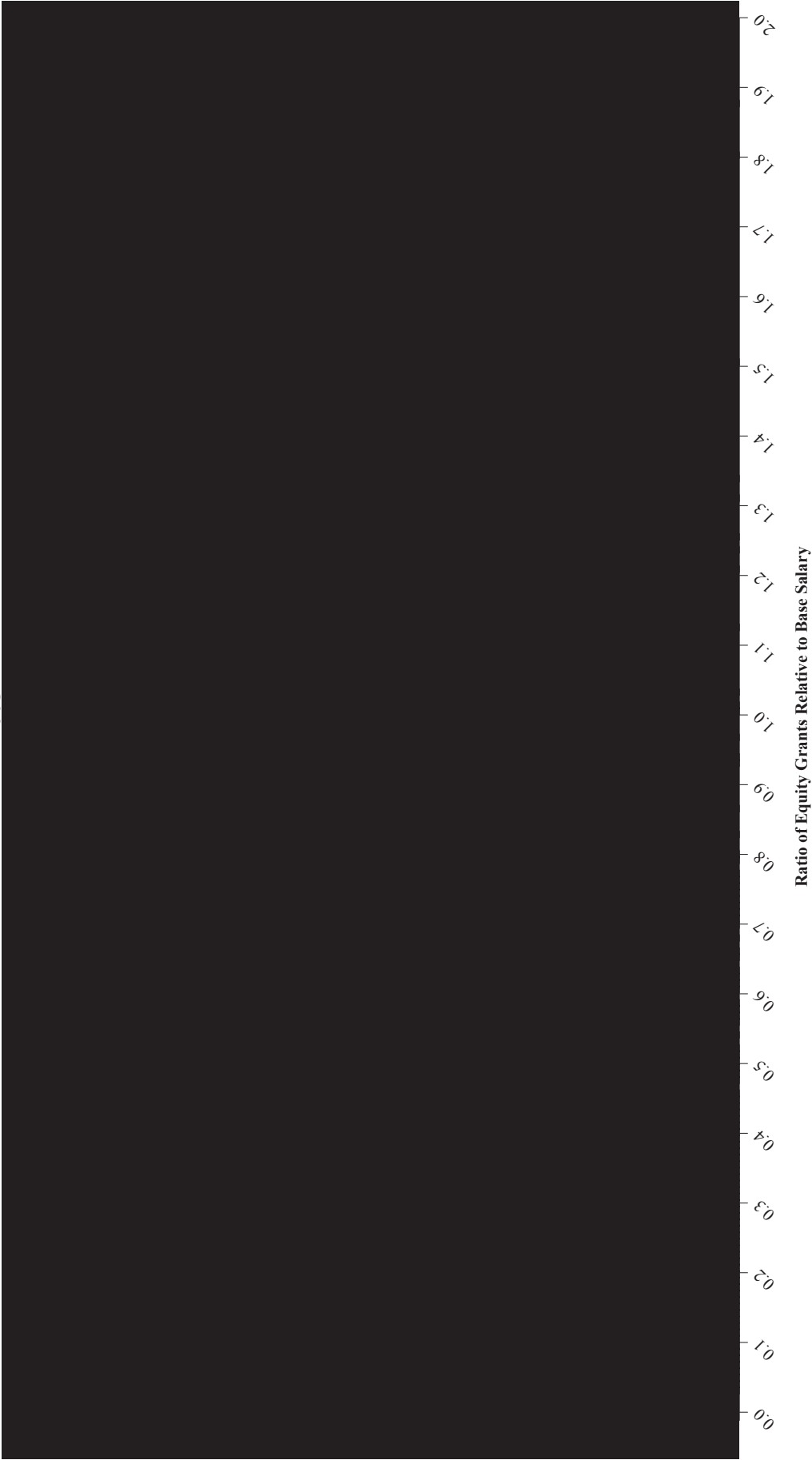
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2004



Notes: Excludes a total of 810 employee(s) with no equity grants.
Excludes a total of 4 employee(s) with a ratio greater than 2.
Includes 765 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

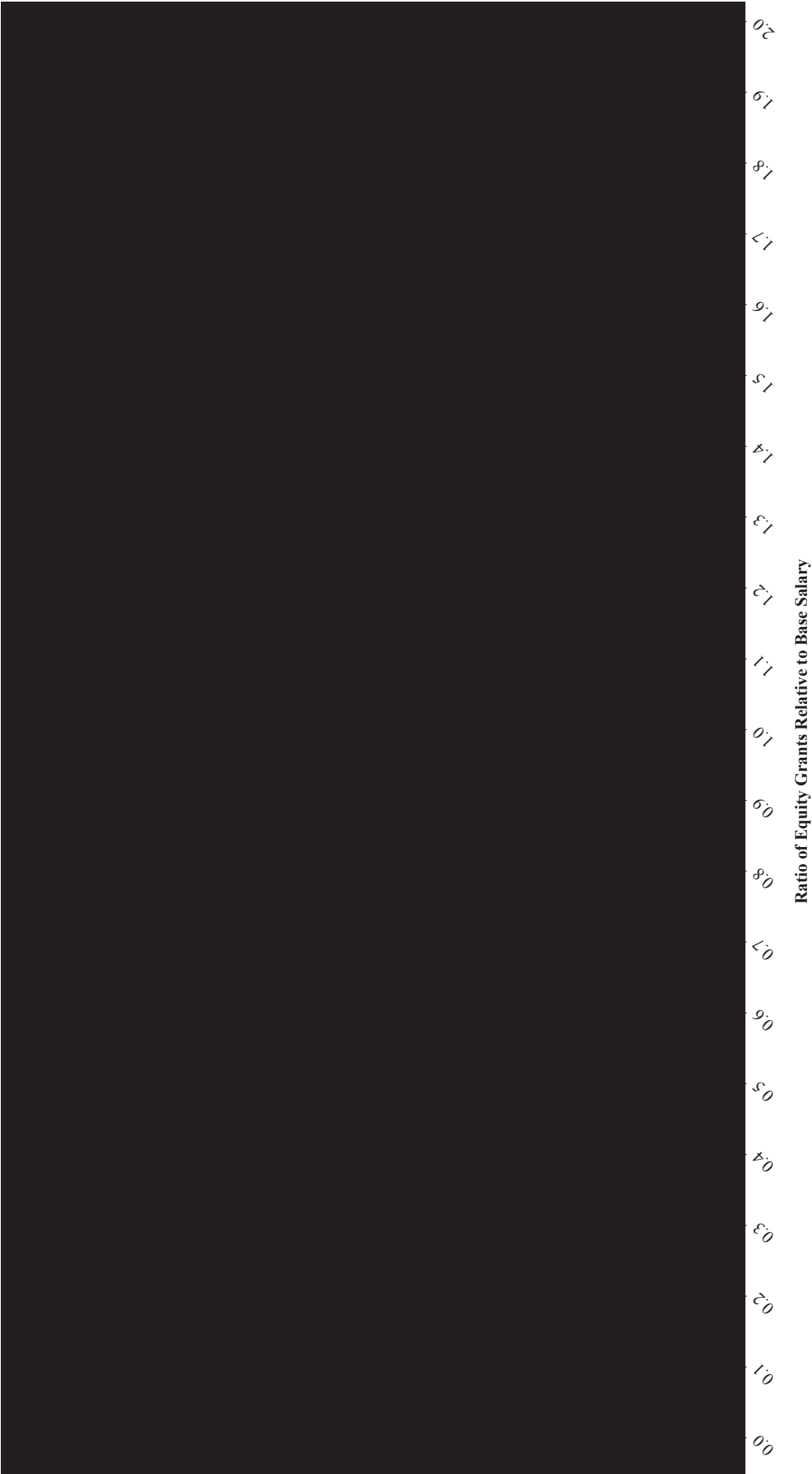
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Notes: Excludes a total of 607 employee(s) with no equity grants.
Excludes a total of 7 employee(s) with a ratio greater than 2.
Includes 1,591 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

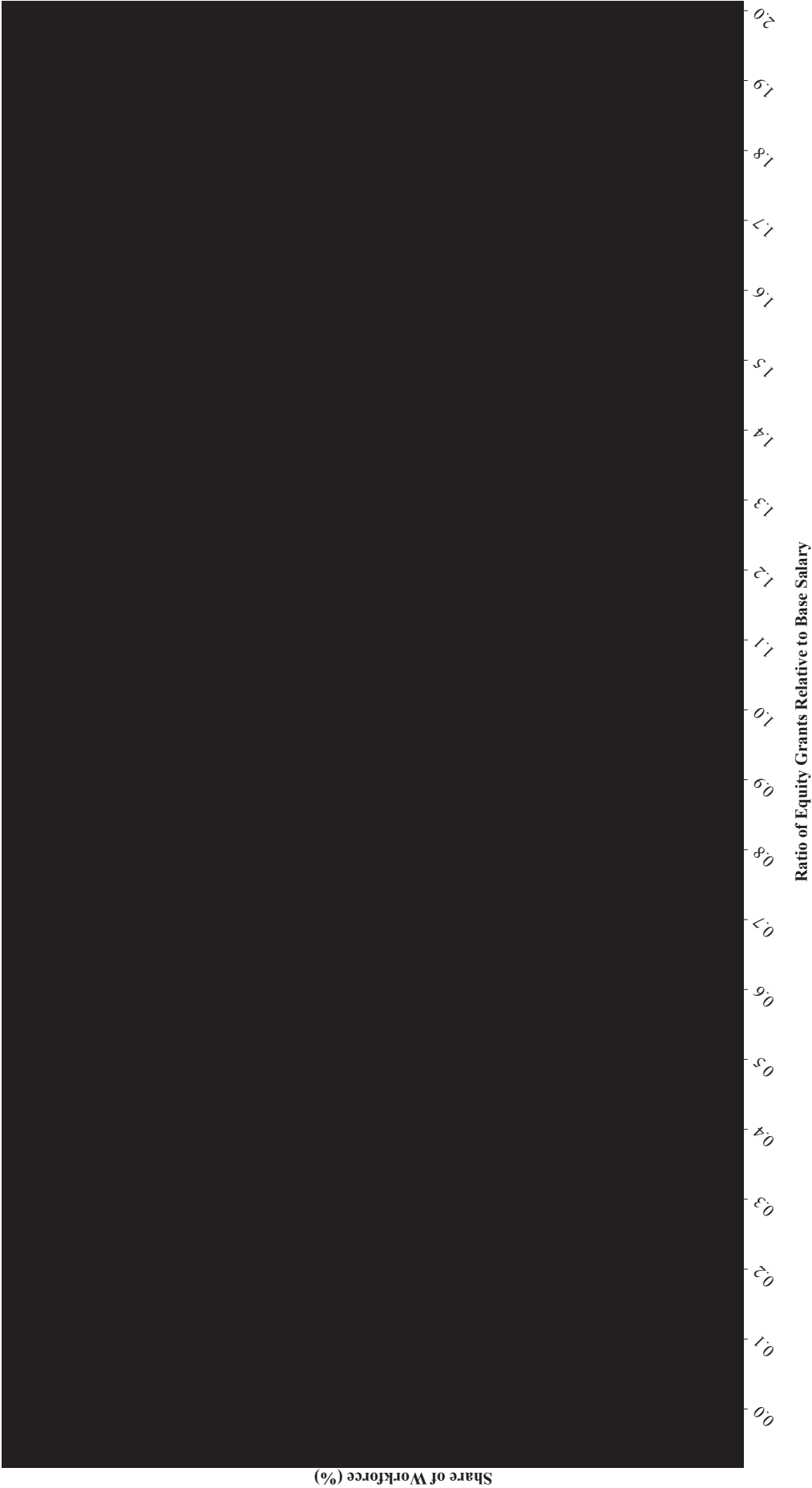
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2006



Notes: Excludes a total of 666 employee(s) with no equity grants.
Excludes a total of 11 employee(s) with a ratio greater than 2.
Includes 1,541 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

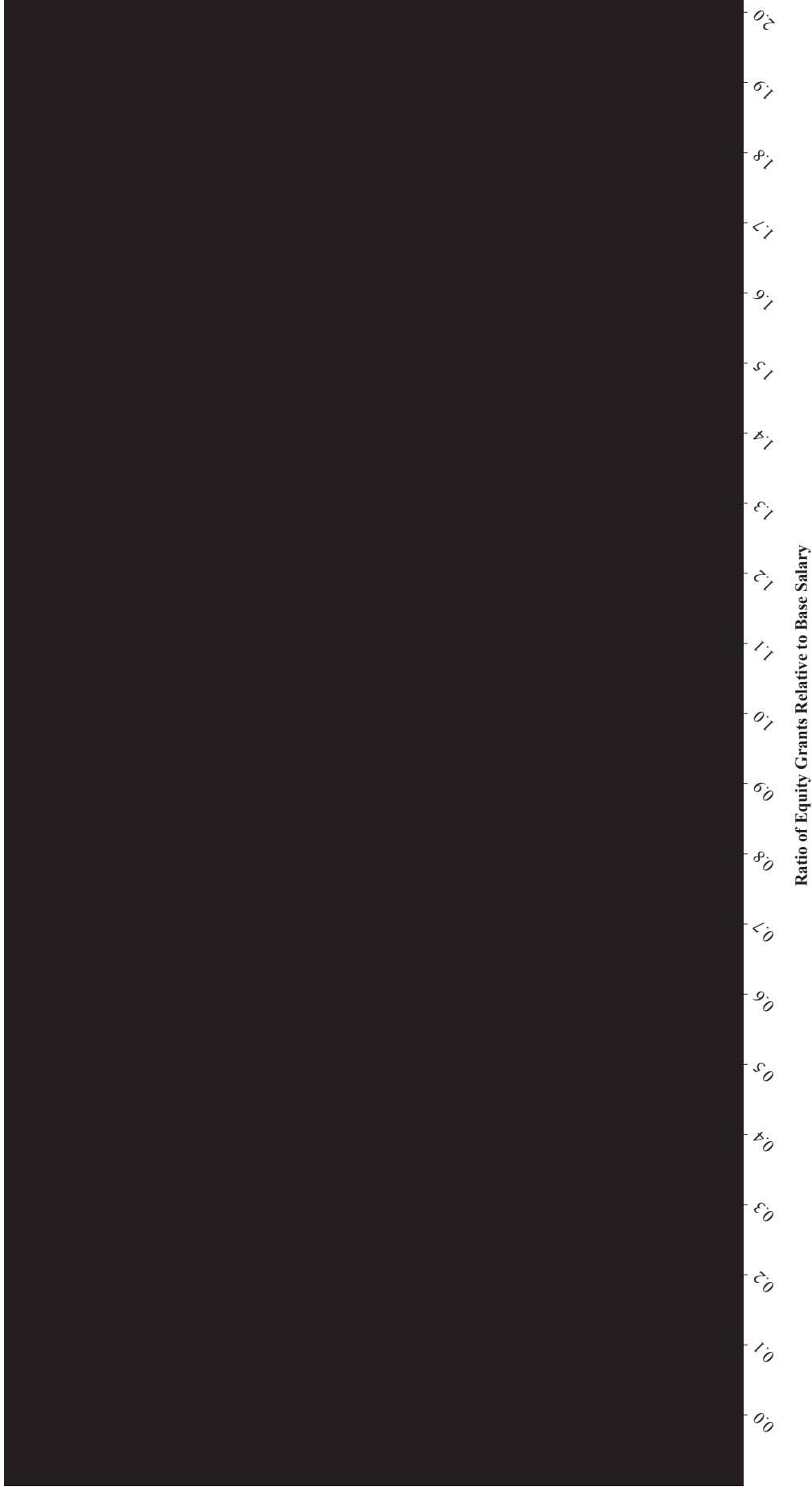
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Notes: Excludes a total of 724 employee(s) with no equity grants.
Excludes a total of 21 employee(s) with a ratio greater than 2.
Includes 1,532 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

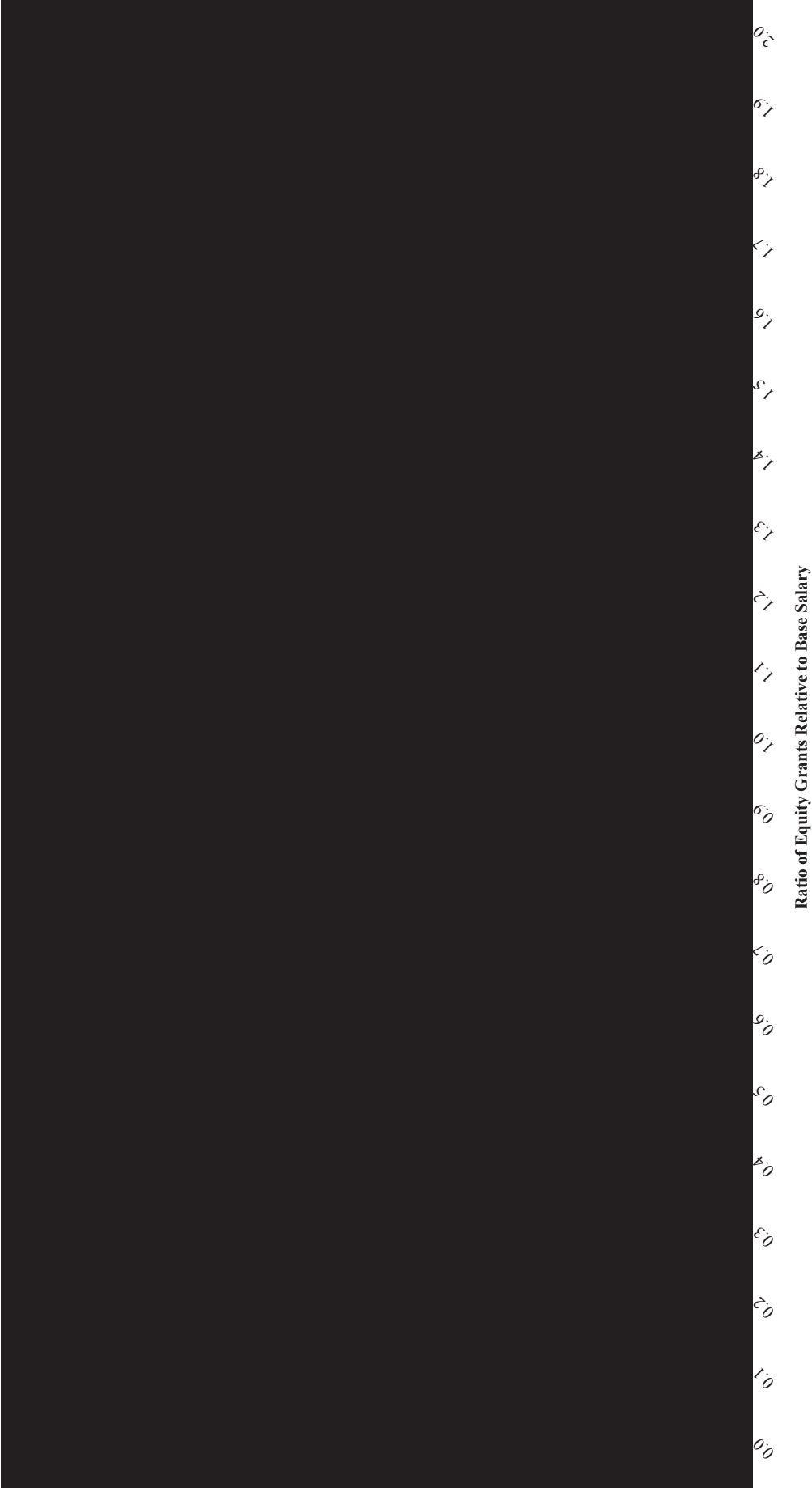
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Notes: Excludes a total of 713 employee(s) with no equity grants.
Excludes a total of 15 employee(s) with a ratio greater than 2.
Includes 1,672 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

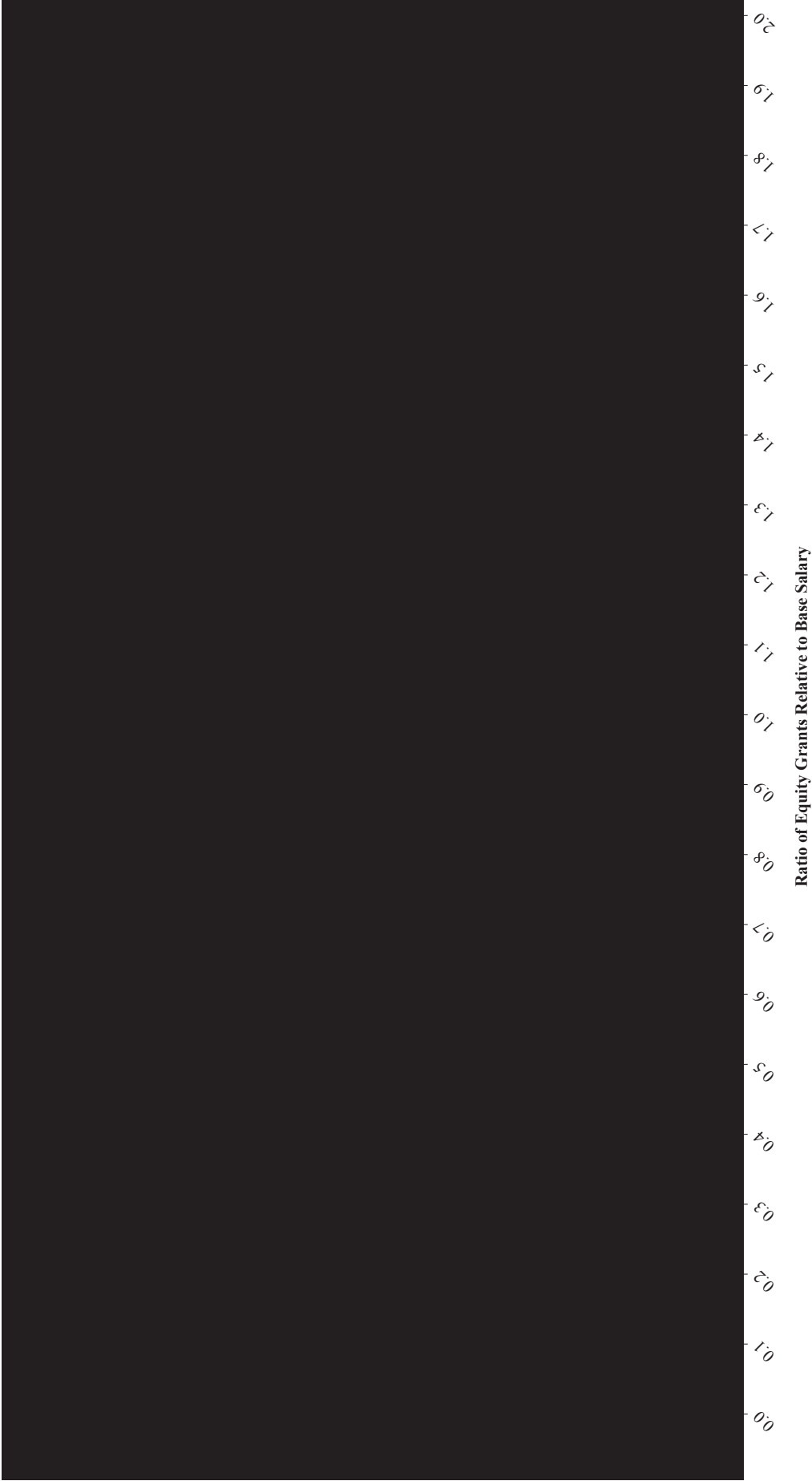
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 1,088 employee(s) with no equity grants.
Excludes a total of 62 employee(s) with a ratio greater than 2.
Includes 1,402 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

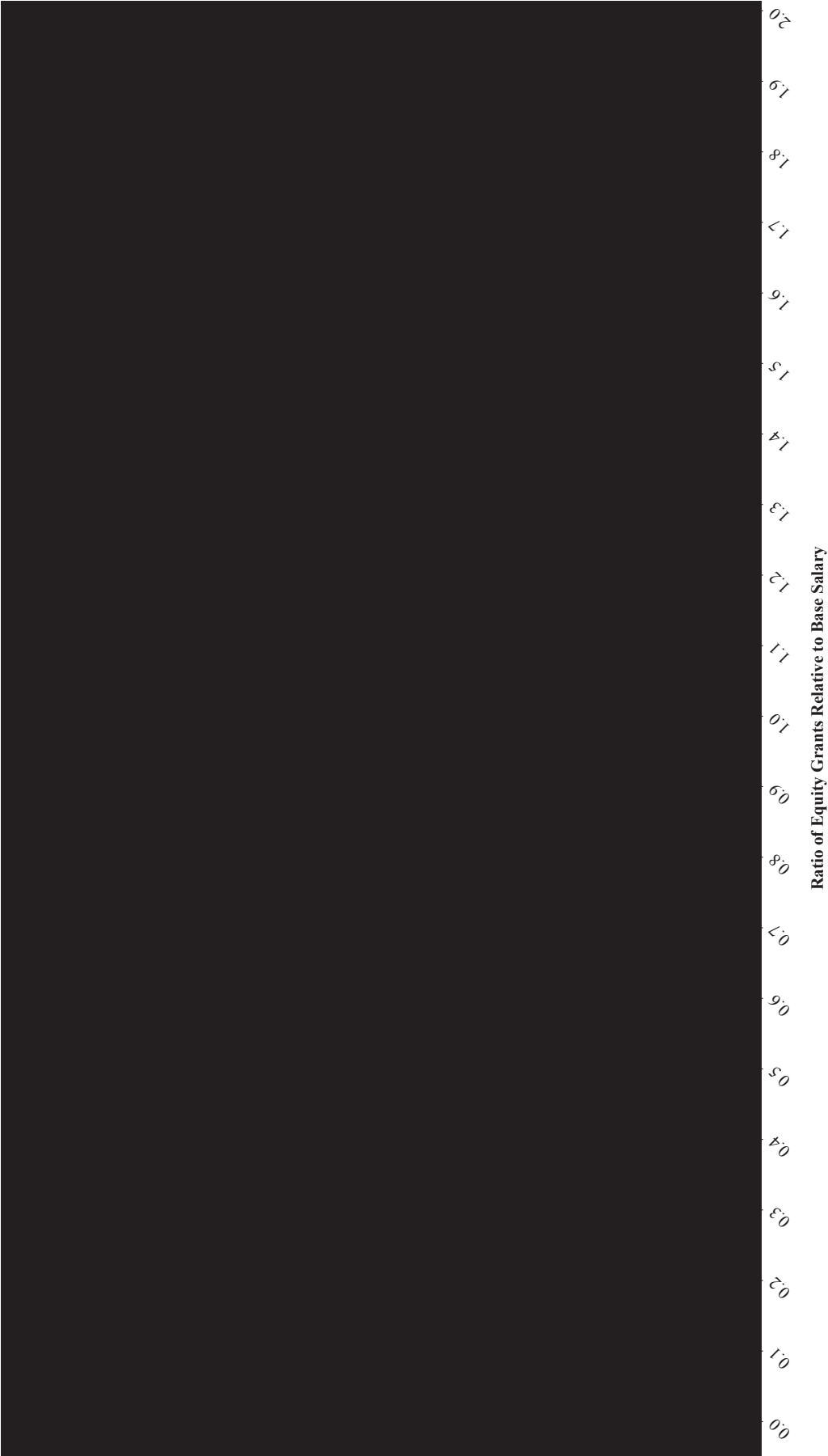
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Notes: Excludes a total of 1,062 employee(s) with no equity grants.
Excludes a total of 24 employee(s) with a ratio greater than 2.
Includes 1,403 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

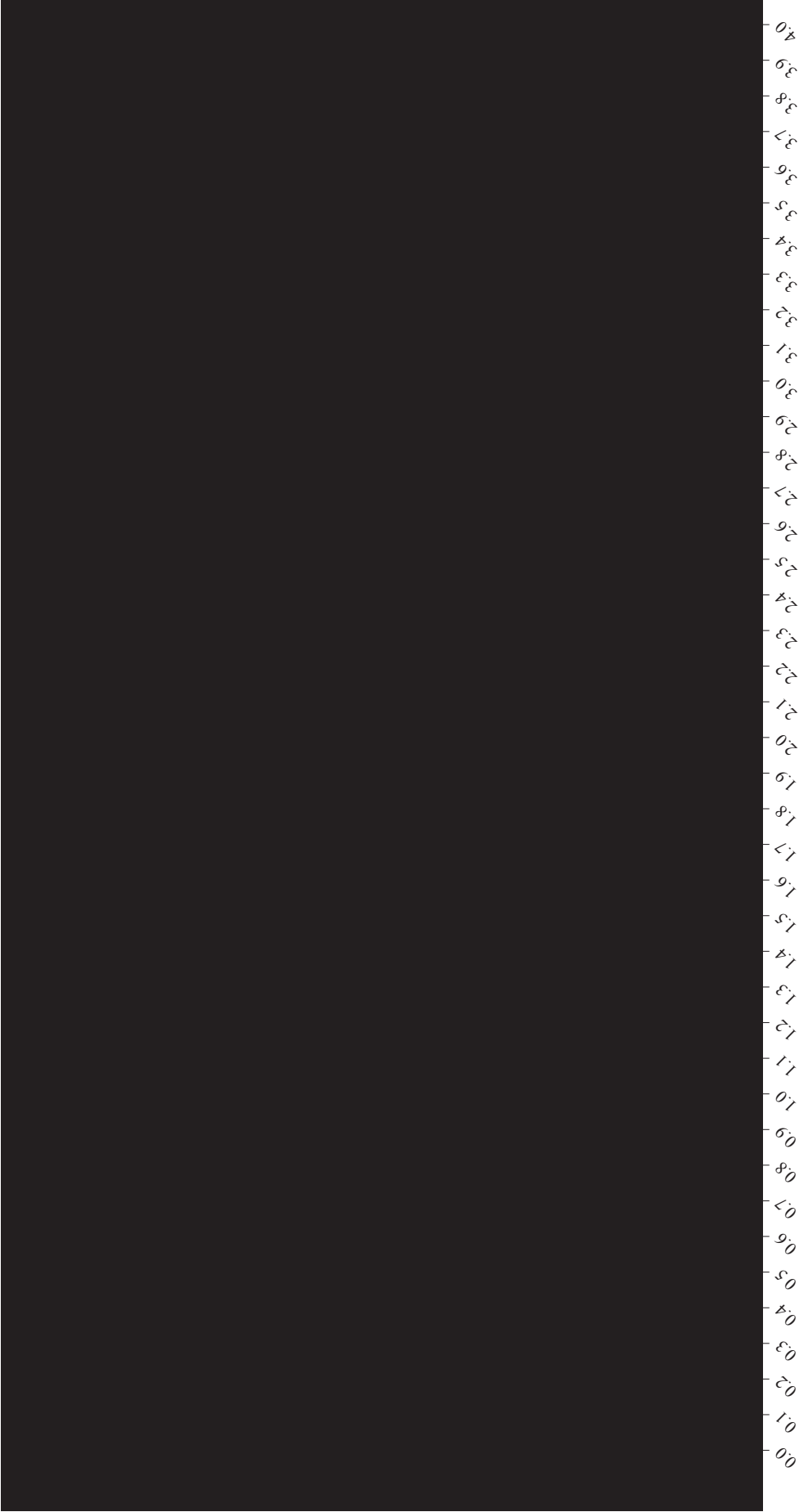
Appendix B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 1,122 employee(s) with no equity grants.
Excludes a total of 42 employee(s) with a ratio greater than 2.
Includes 1,475 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 23 employee(s) with no equity grants.
Excludes a total of 2 employee(s) with a ratio greater than 4.
Includes 2,645 employee(s) in the class.
Source: Dr. Leamer's backup.

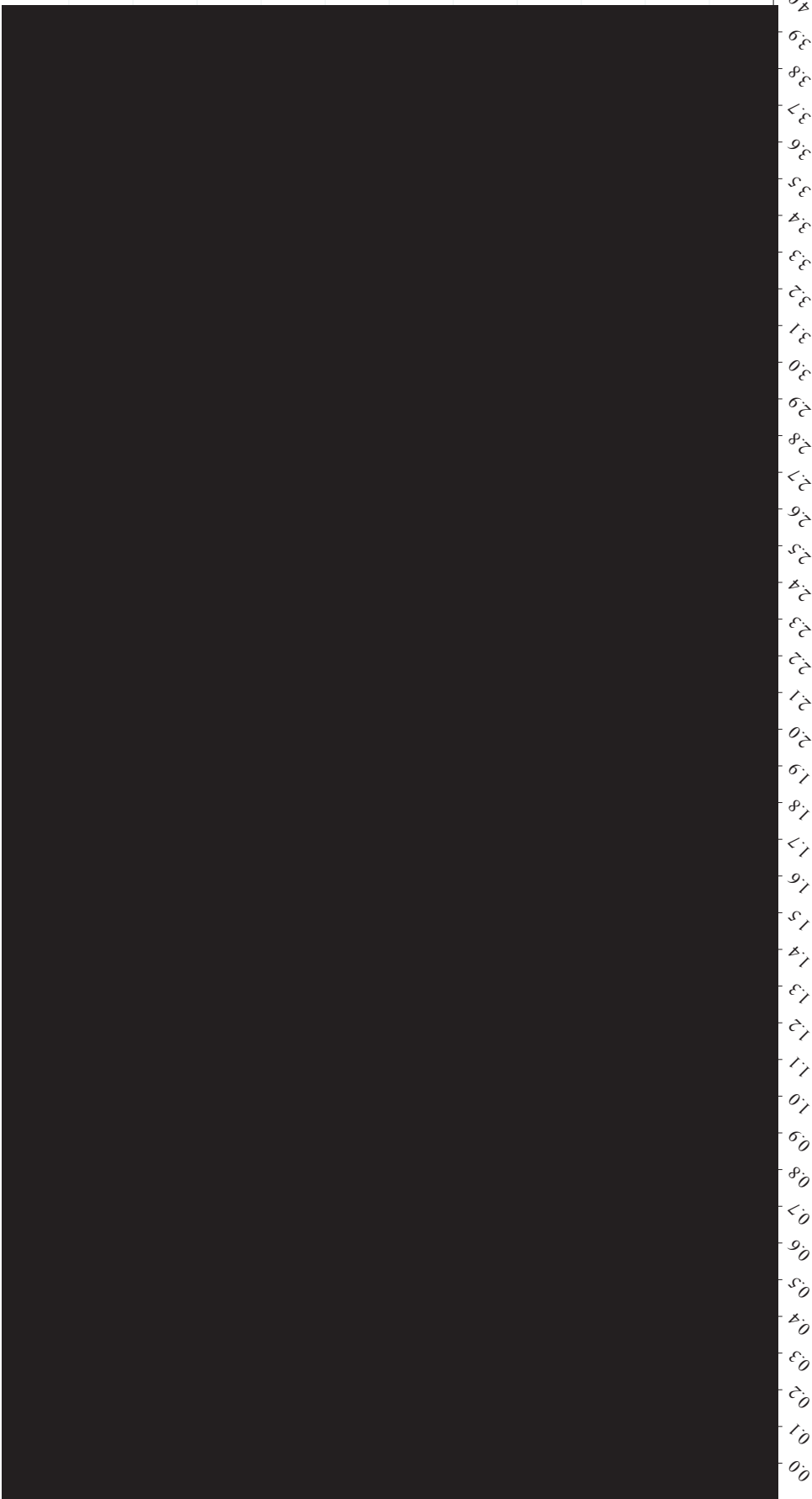
Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 2,559 employee(s) with no equity grants.
Excludes a total of 1 employee(s) with a ratio greater than 4.
Includes 306 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

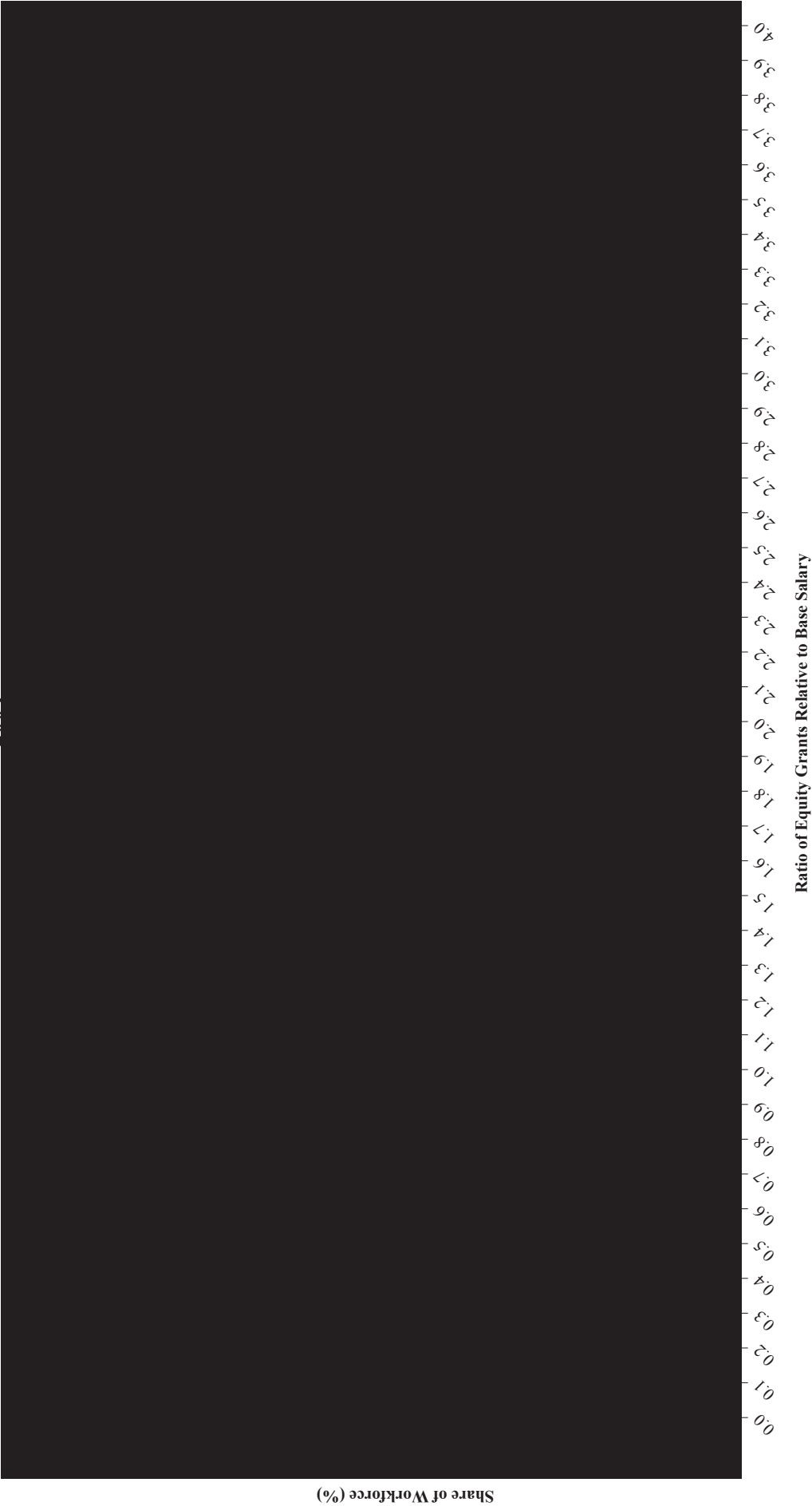
Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2003



Notes: Excludes a total of 1,435 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 1,519 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

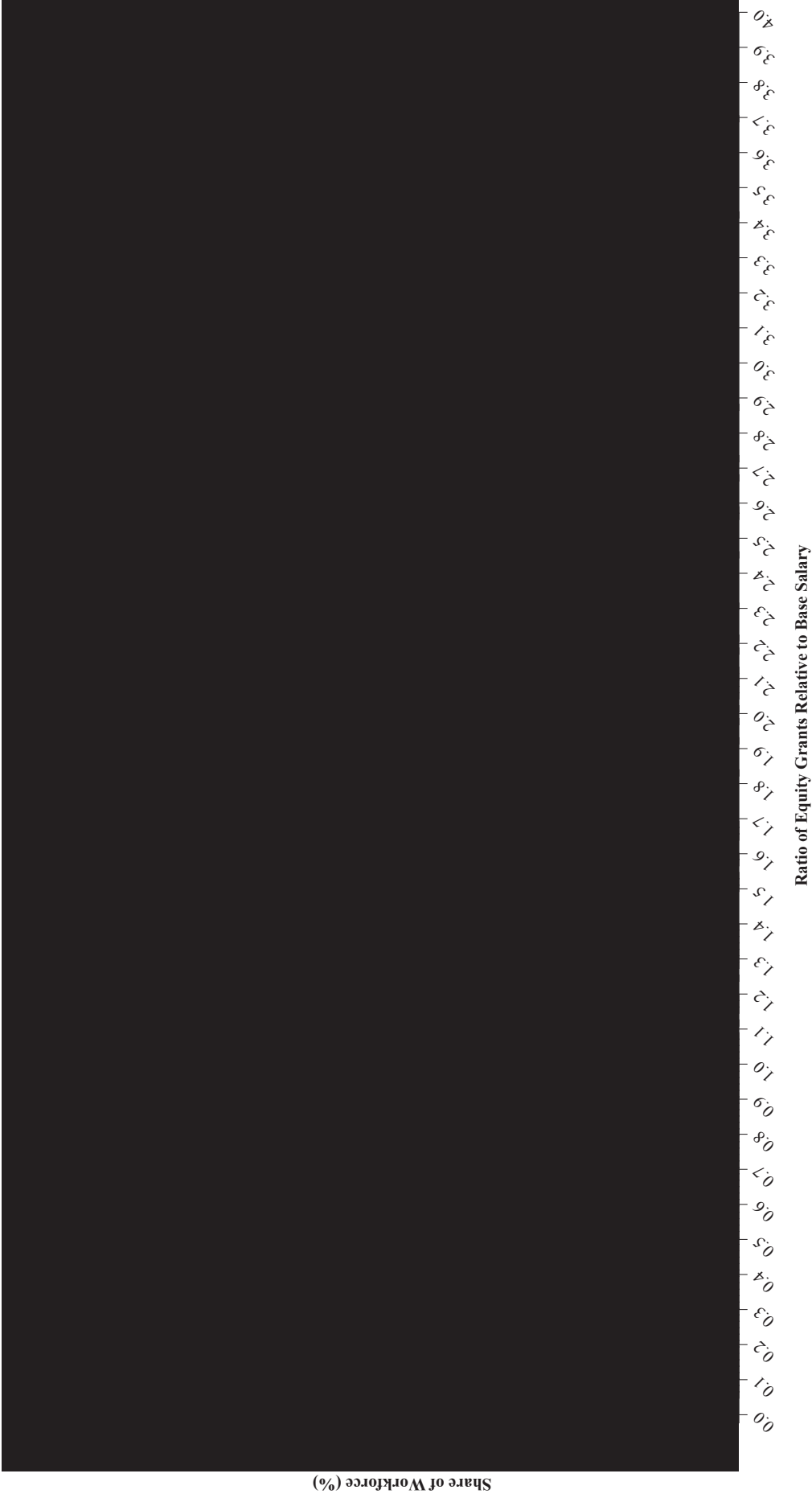
Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2004



Notes: Excludes a total of 2,002 employee(s) with no equity grants.
Excludes a total of 1 employee(s) with a ratio greater than 4.
Includes 939 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

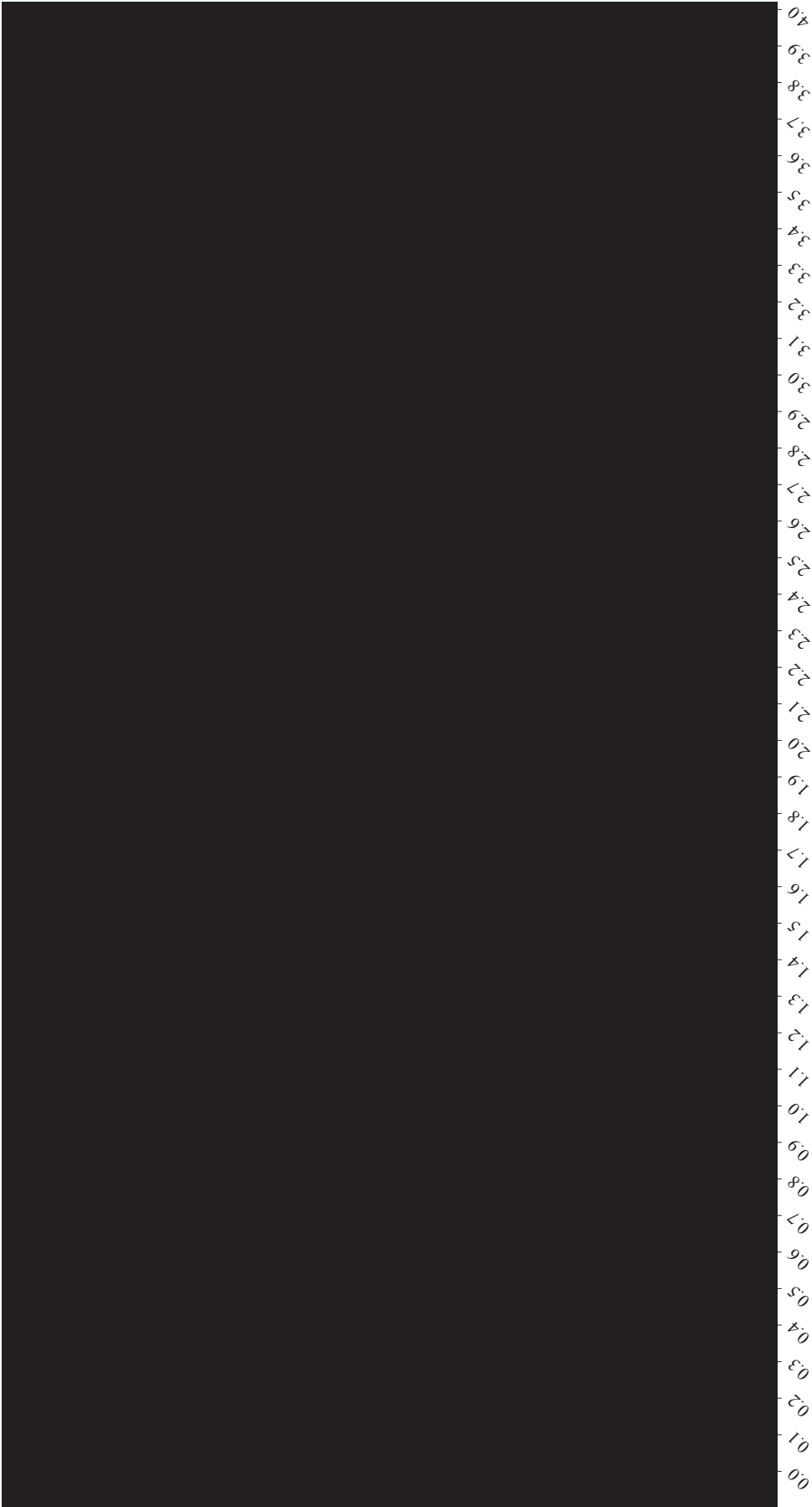
Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Notes: Excludes a total of 1,951 employee(s) with no equity grants.
Excludes a total of 8 employee(s) with a ratio greater than 4.
Includes 1,399 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

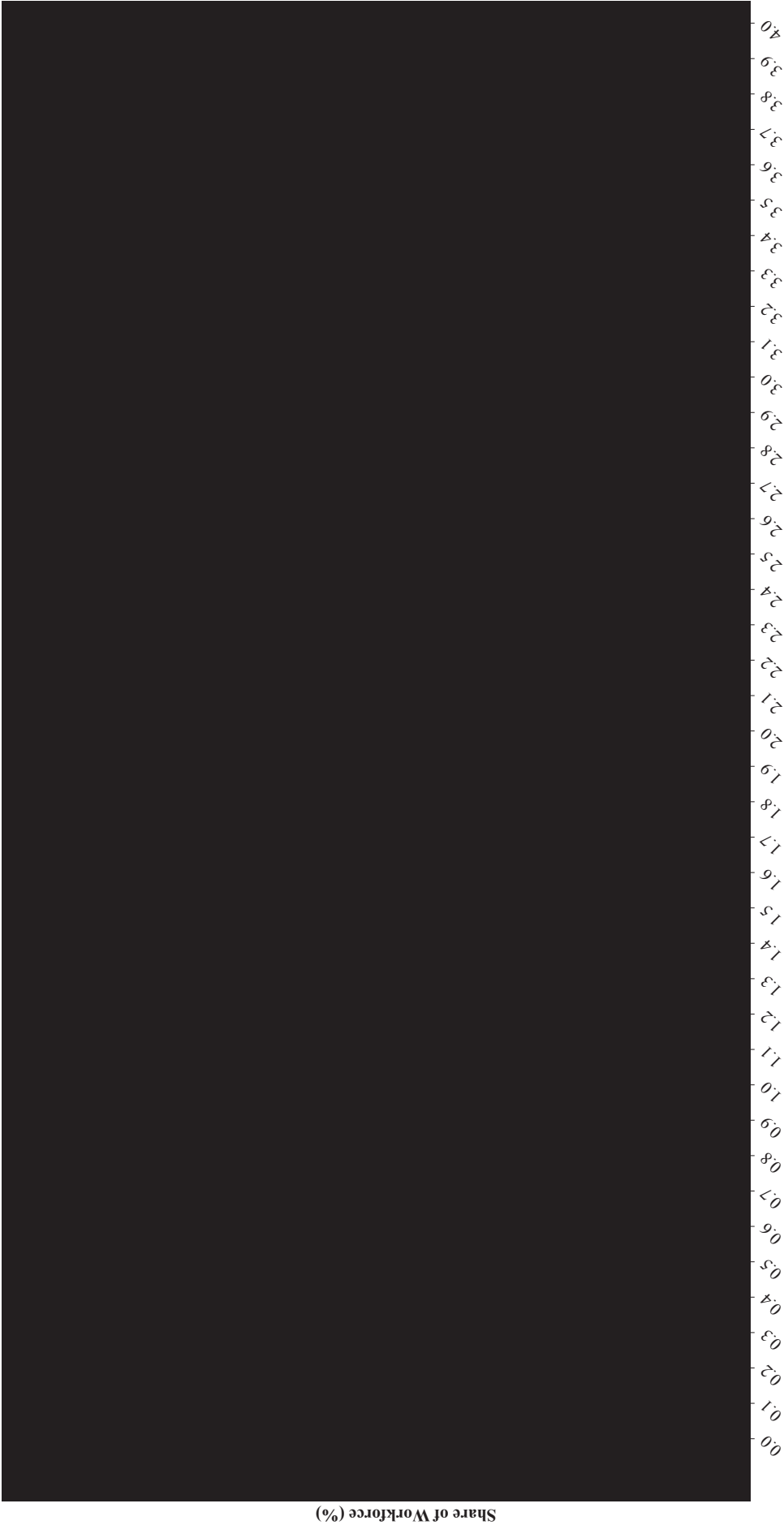
Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2006



Notes: Excludes a total of 1,988 employee(s) with no equity grants.
Excludes a total of 13 employee(s) with a ratio greater than 4.
Includes 1,676 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Notes: Excludes a total of 1,797 employee(s) with no equity grants.
Excludes a total of 39 employee(s) with a ratio greater than 4.
Includes 2,412 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Share of Workforce (%)

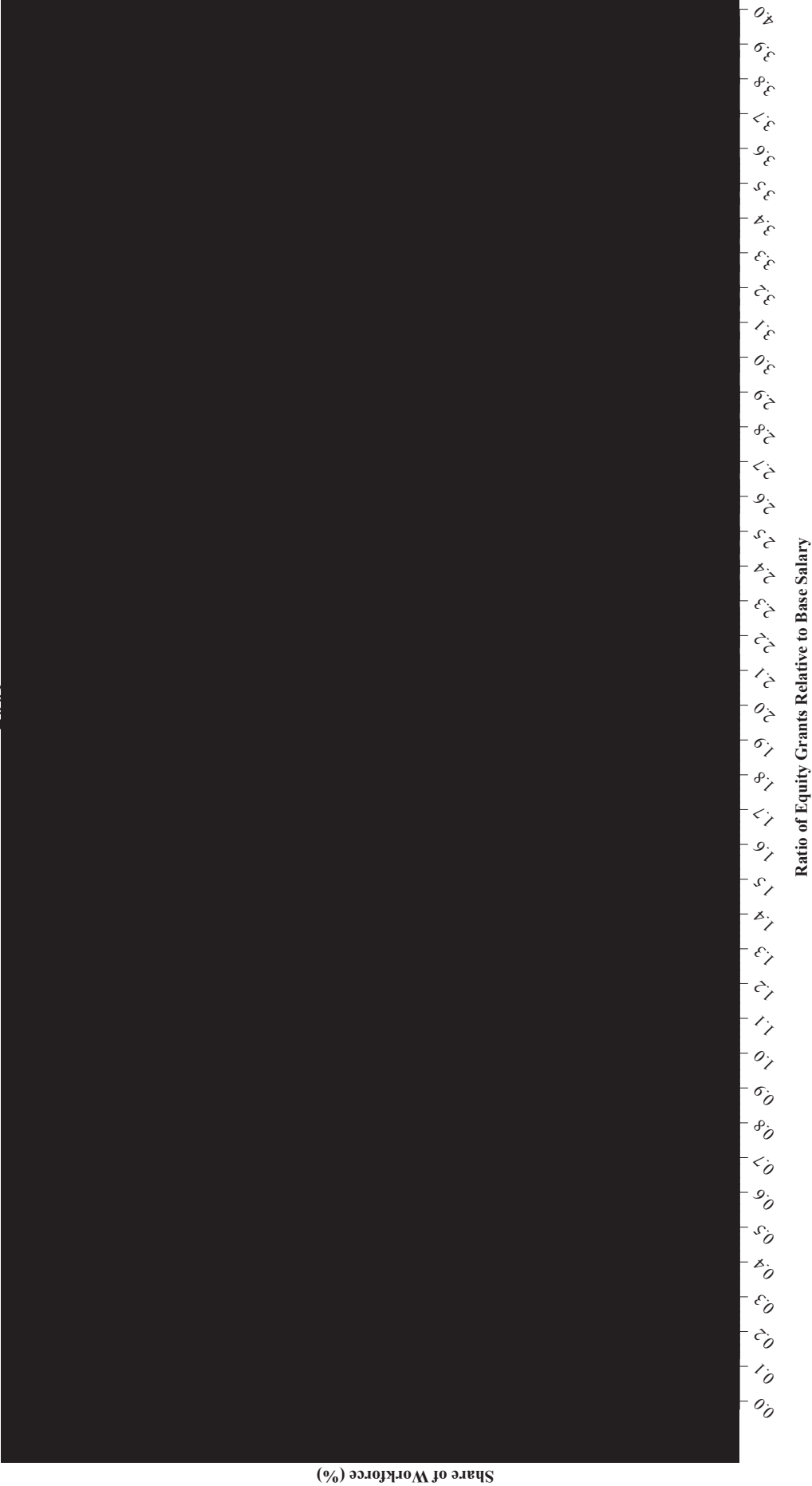
0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 1,695 employee(s) with no equity grants.
Excludes a total of 33 employee(s) with a ratio greater than 4.
Includes 3,222 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 1,866 employee(s) with no equity grants.
Excludes a total of 45 employee(s) with a ratio greater than 4.
Includes 3,678 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class

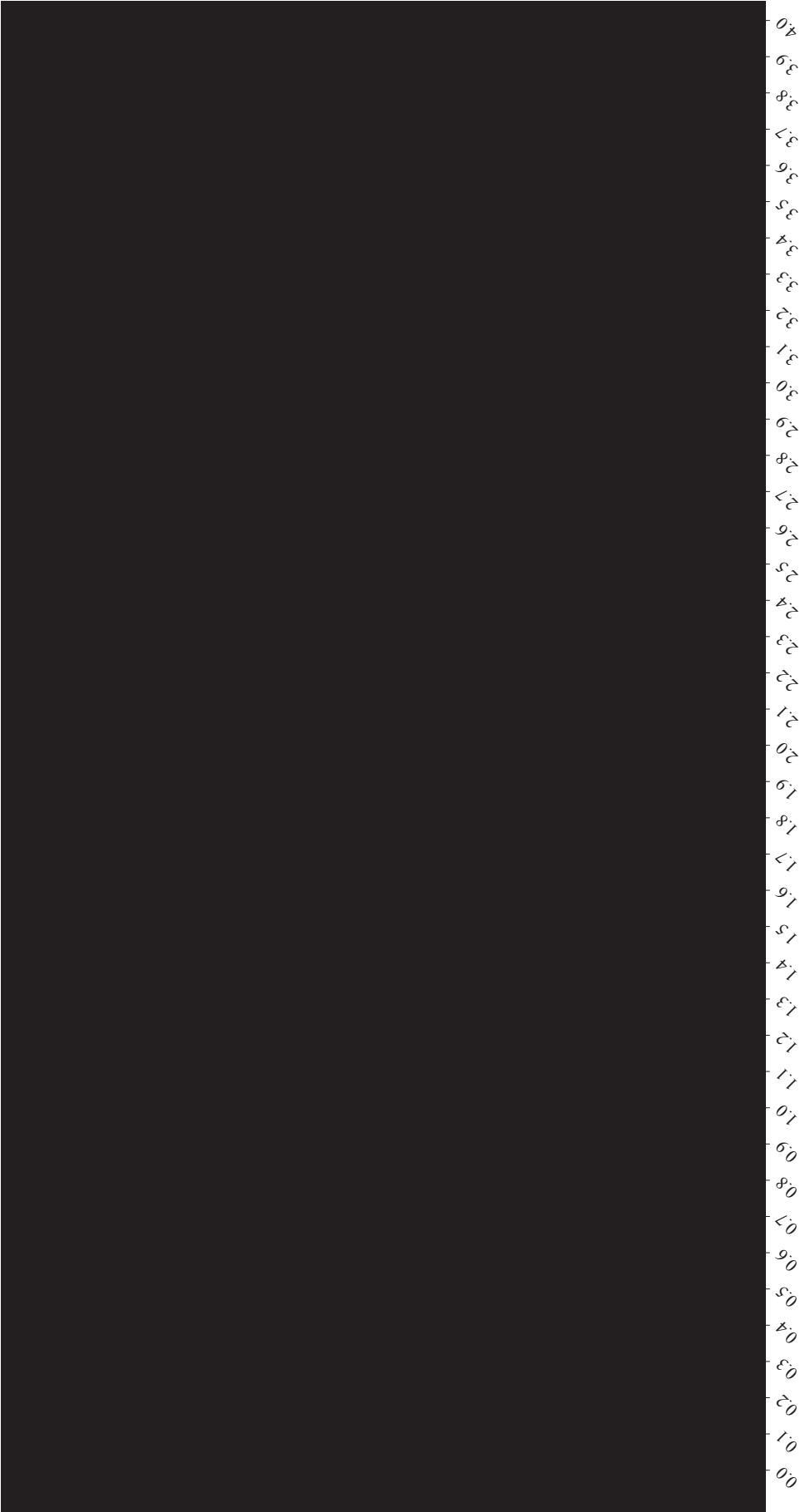


Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 1,679 employee(s) with no equity grants.
Excludes a total of 76 employee(s) with a ratio greater than 4.
Includes 4,908 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2011



Notes: Excludes a total of 1,523 employee(s) with no equity grants.
Excludes a total of 74 employee(s) with a ratio greater than 4.
Includes 5,985 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2001



Share of Workforce (%)

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 52 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 49 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2002



Share of Workforce (%)

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 172 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 35 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2003



Share of Workforce (%)

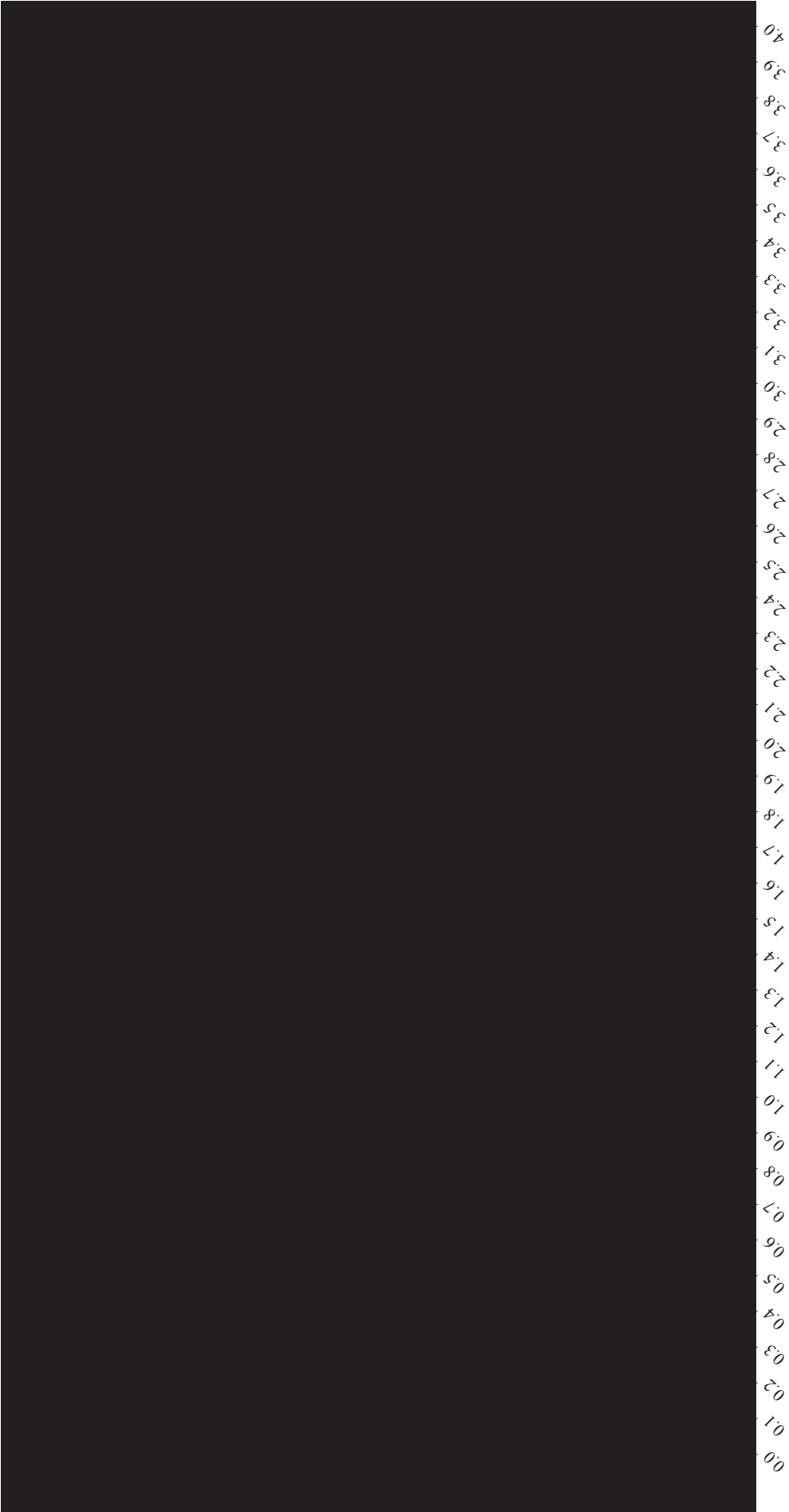
0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 150 employee(s) with no equity grants.
Excludes a total of 51 employee(s) with a ratio greater than 4.
Includes 308 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Notes: Excludes a total of 456 employee(s) with no equity grants.
Excludes a total of 296 employee(s) with a ratio greater than 4.
Includes 1,506 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2006



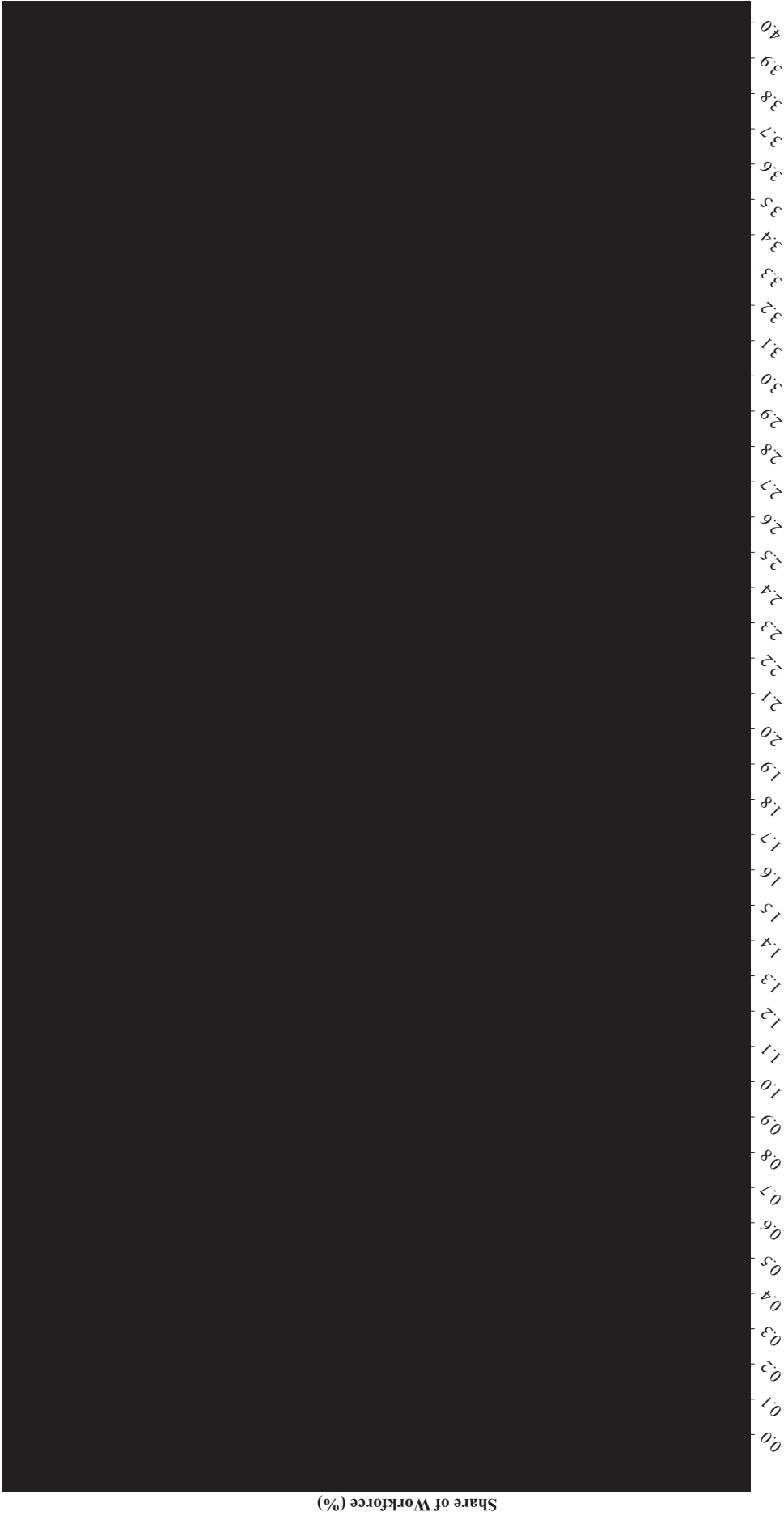
0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 477 employee(s) with no equity grants.
Excludes a total of 64 employee(s) with a ratio greater than 4.
Includes 3,235 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

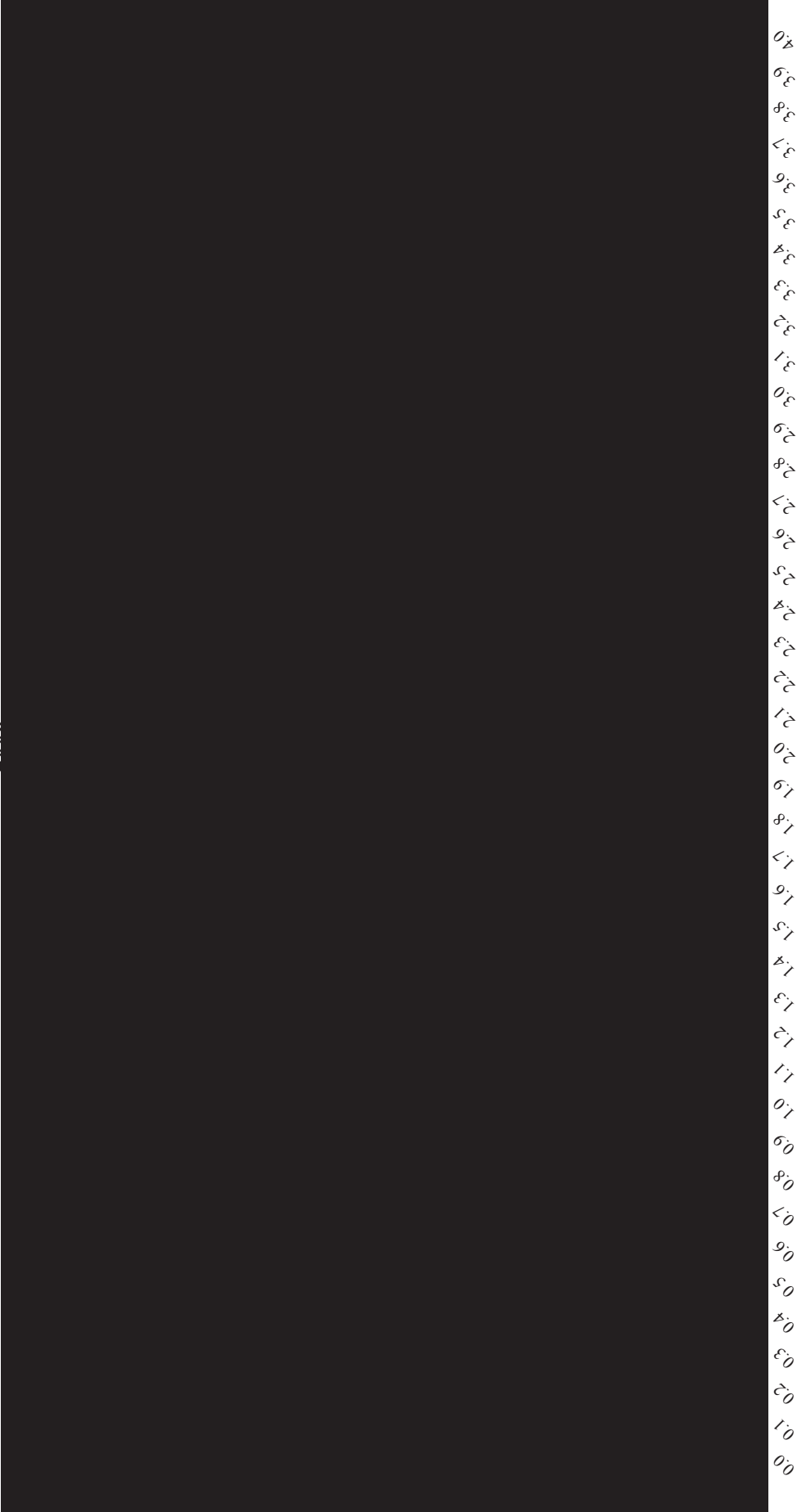
Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Notes: Excludes a total of 207 employee(s) with no equity grants.
Excludes a total of 198 employee(s) with a ratio greater than 4.
Includes 4,884 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

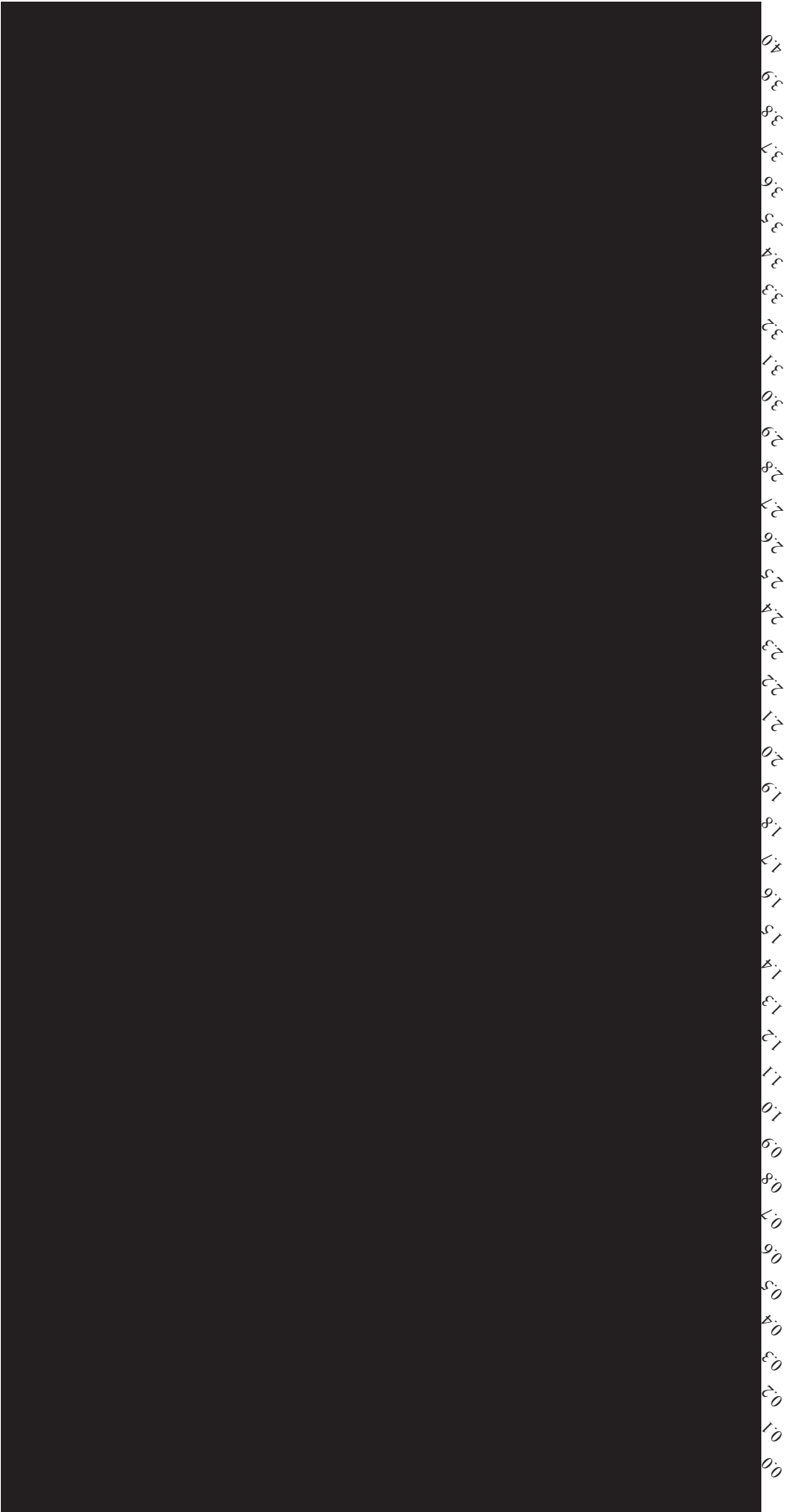
Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Notes: Excludes a total of 1,054 employee(s) with no equity grants.
Excludes a total of 43 employee(s) with a ratio greater than 4.
Includes 5,290 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

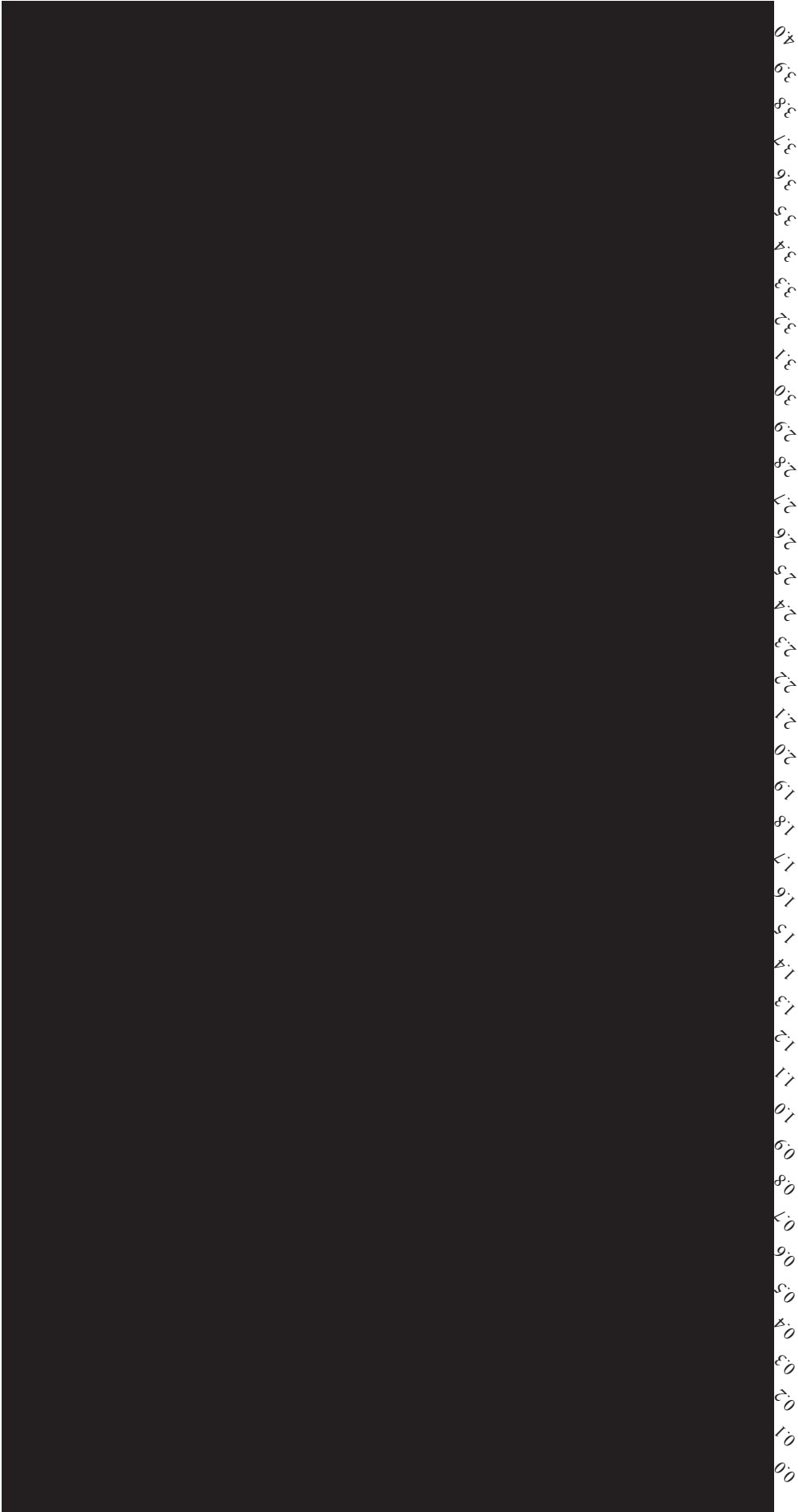
Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 131 employee(s) with no equity grants.
Excludes a total of 396 employee(s) with a ratio greater than 4.
Includes 6,297 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

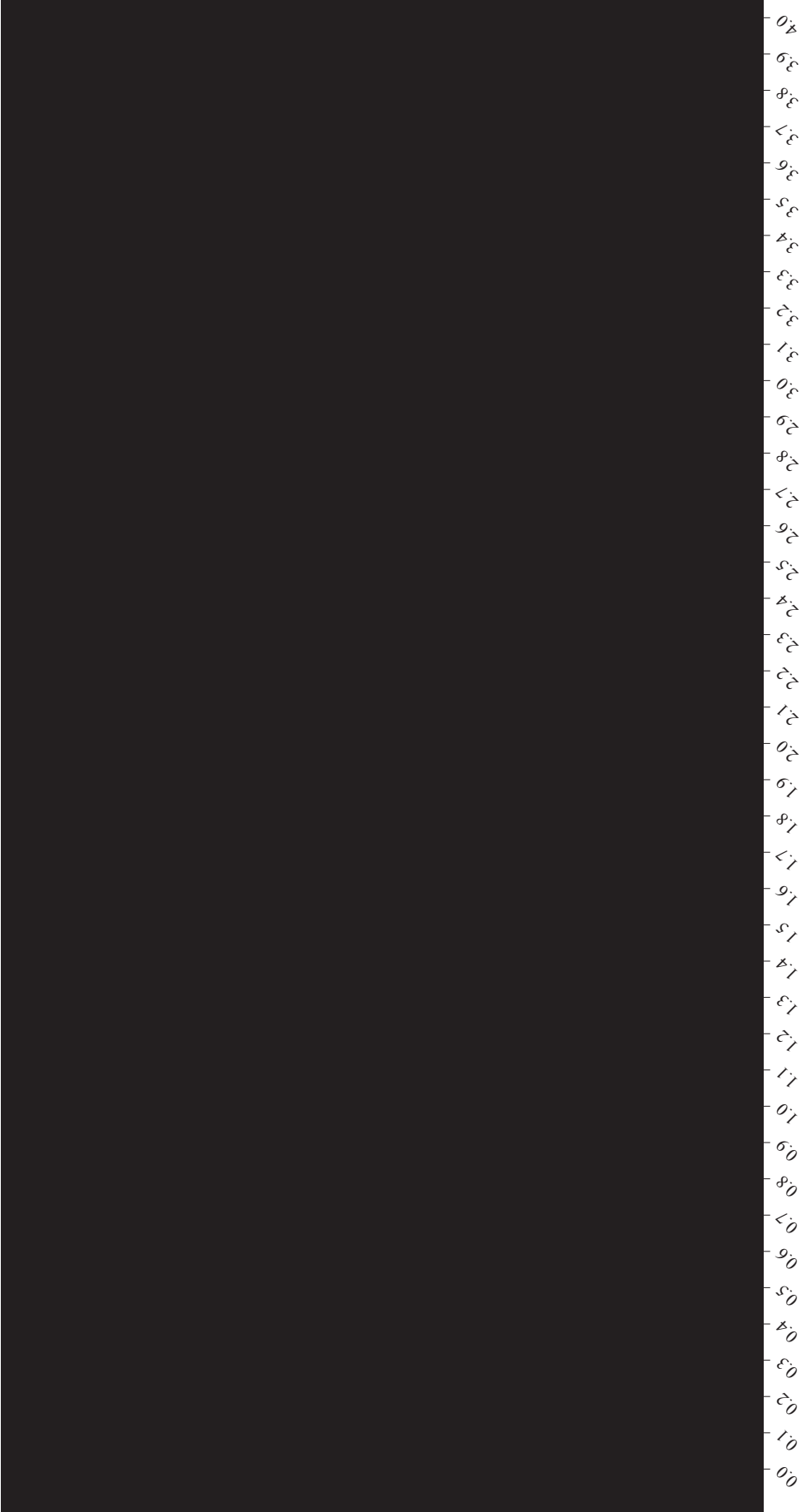
Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Notes: Excludes a total of 776 employee(s) with no equity grants.
Excludes a total of 356 employee(s) with a ratio greater than 4.
Includes 7,561 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2011



Notes: Excludes a total of 1,523 employee(s) with no equity grants.
Excludes a total of 142 employee(s) with a ratio greater than 4.
Includes 9,474 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2001



Share of Workforce (%)

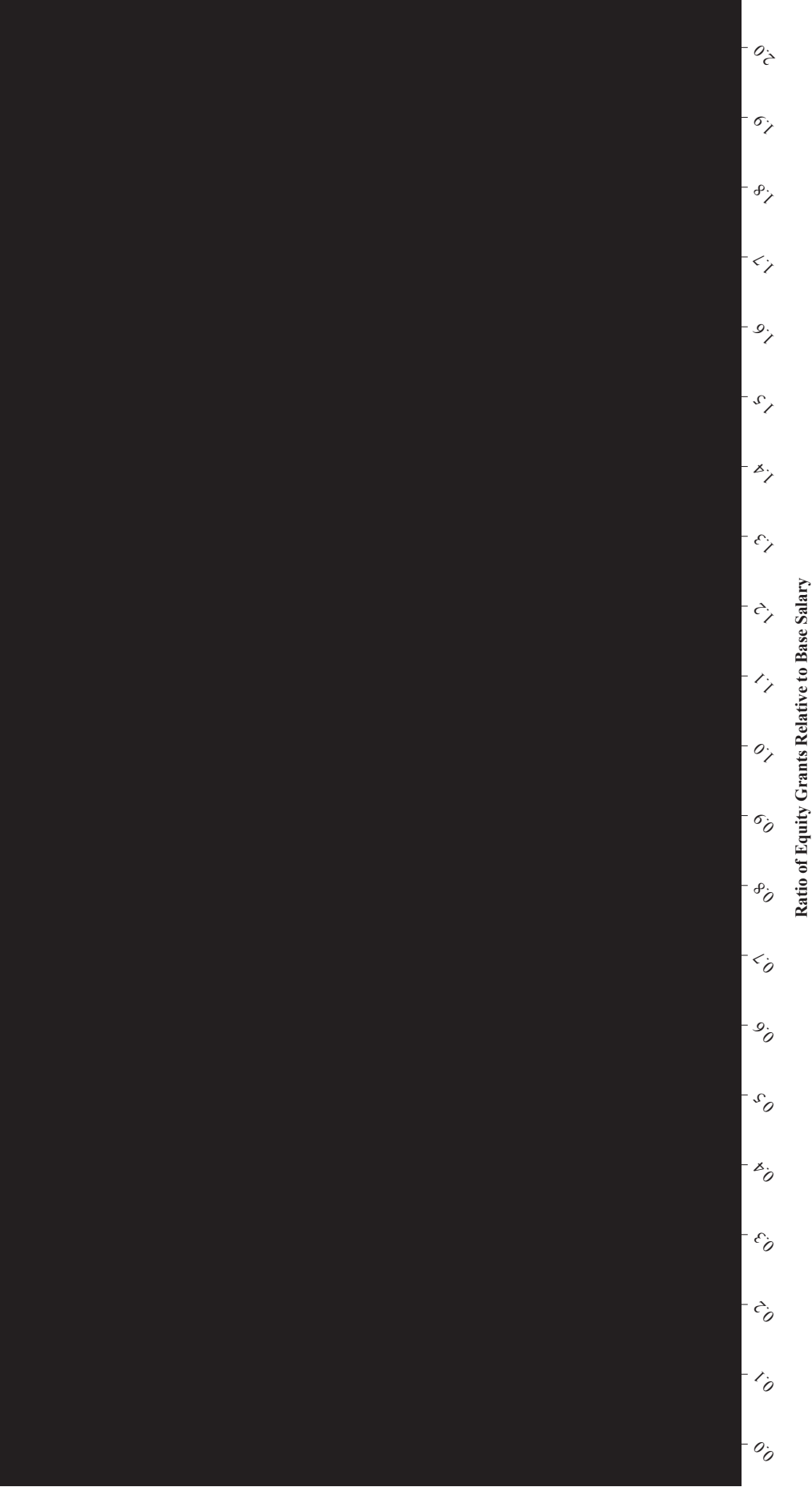
0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 418 employee(s) with no equity grants.
Excludes a total of 583 employee(s) with a ratio greater than 2.
Includes 27,142 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

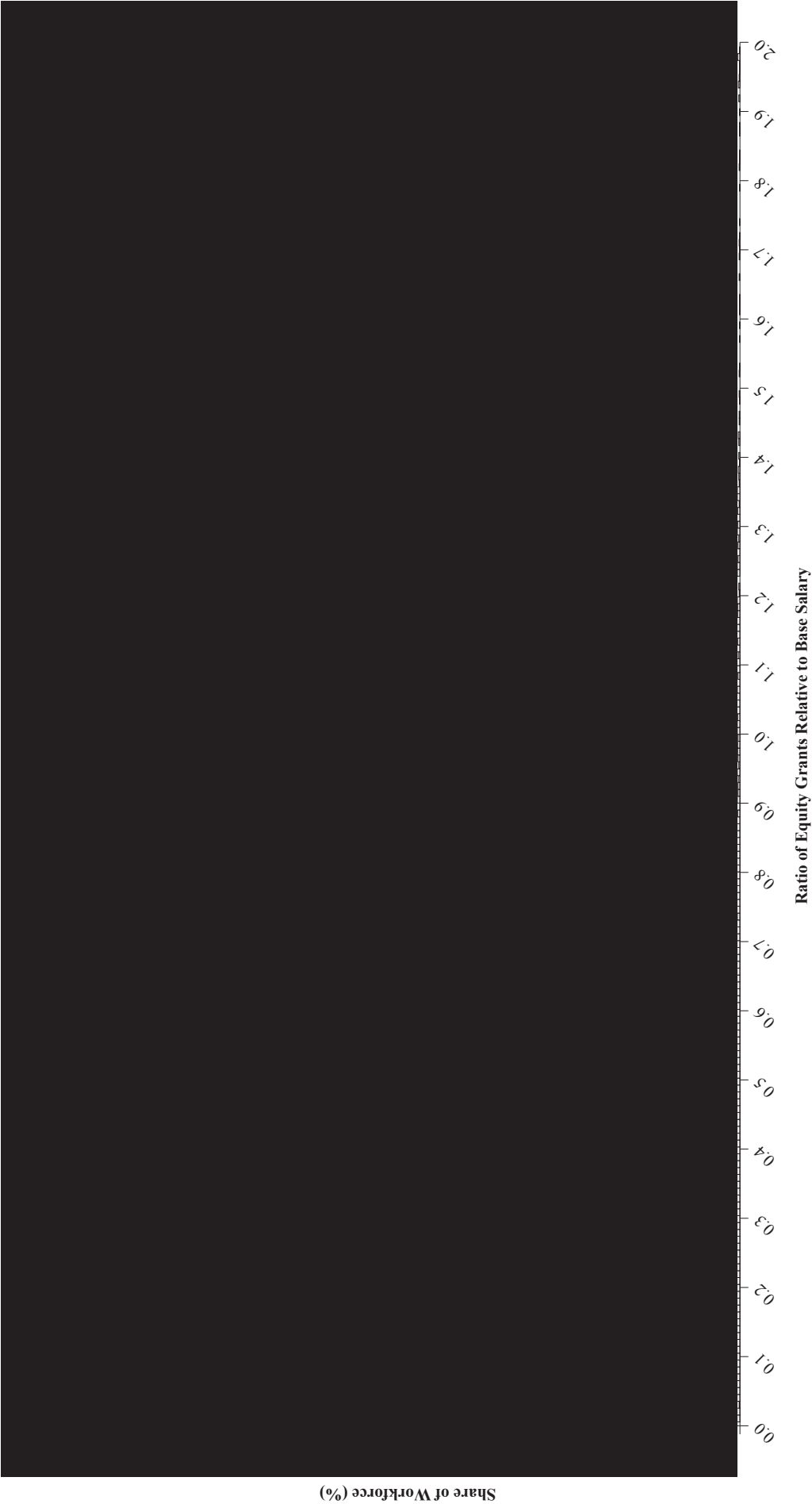
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2002



Notes: Excludes a total of 518 employee(s) with no equity grants.
Excludes a total of 165 employee(s) with a ratio greater than 2.
Includes 26,228 employee(s) in the class.
Source: Dr. Leamer's backup.

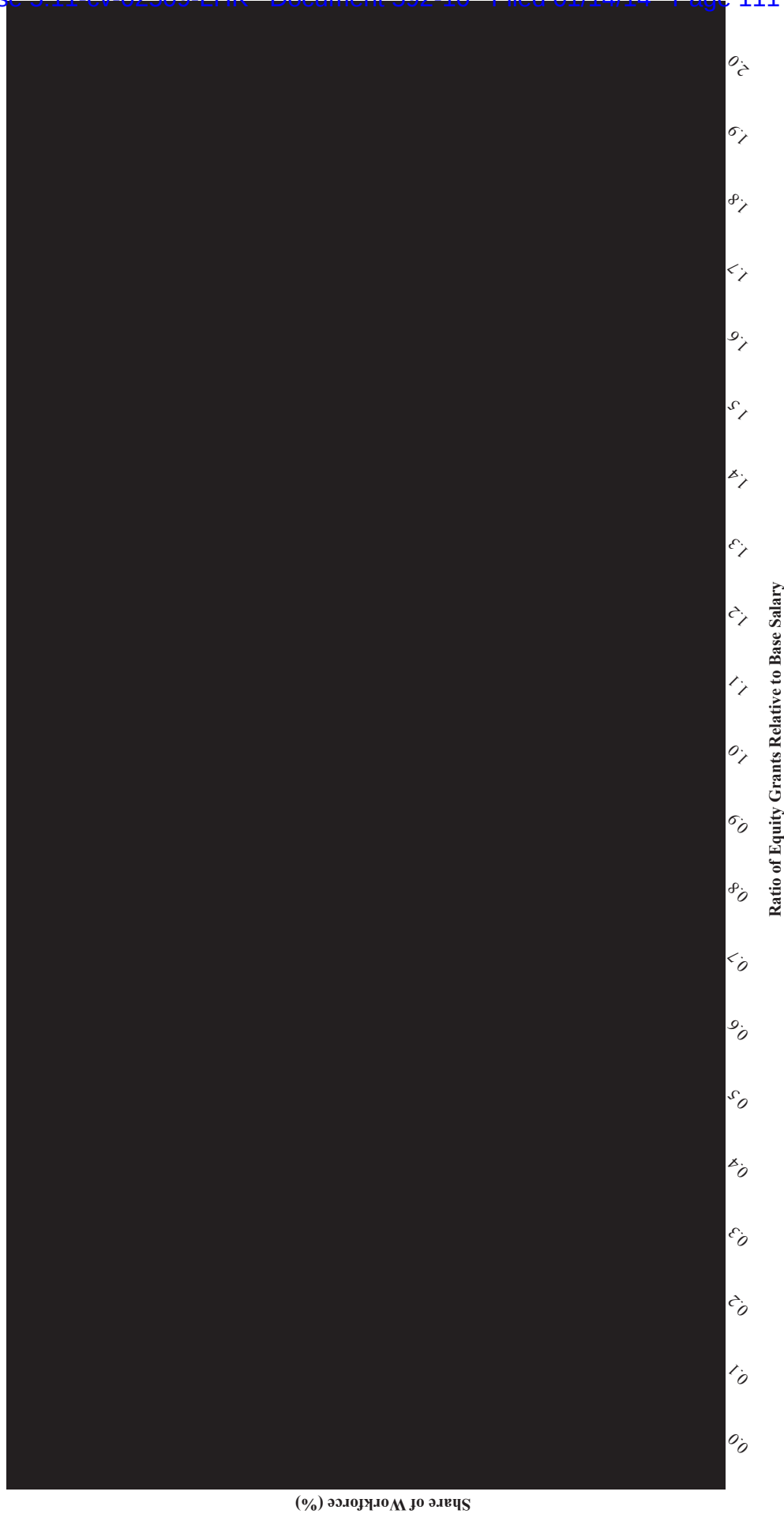
Highly Confidential

Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 2,404 employee(s) with no equity grants.
Excludes a total of 82 employee(s) with a ratio greater than 2.
Includes 23,723 employee(s) in the class.
Source: Dr. Leamer's backup.

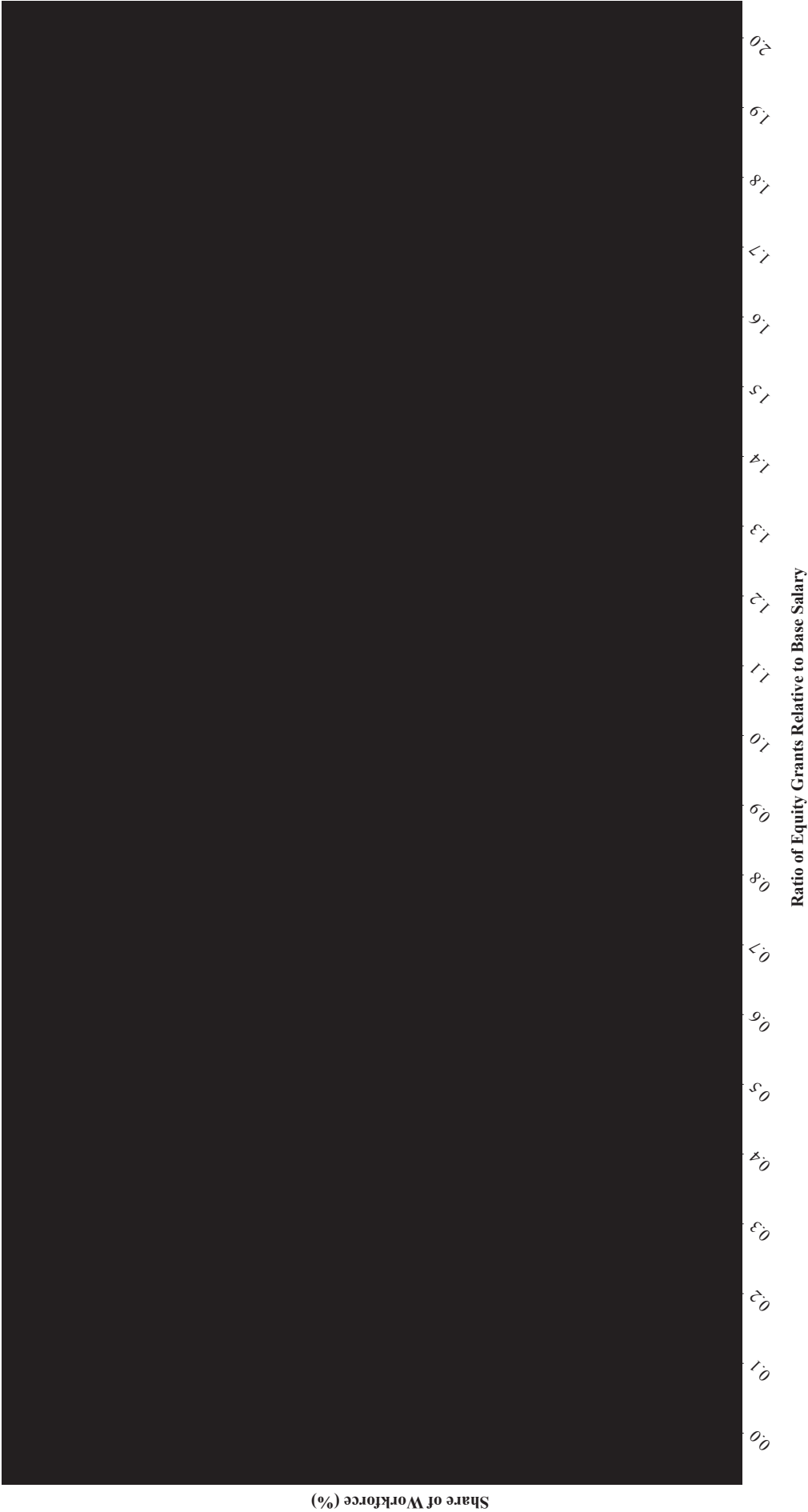
Appendix B3
Intel - Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2004



Notes: Excludes a total of 2,248 employee(s) with no equity grants.
Excludes a total of 174 employee(s) with a ratio greater than 2.
Includes 23,276 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

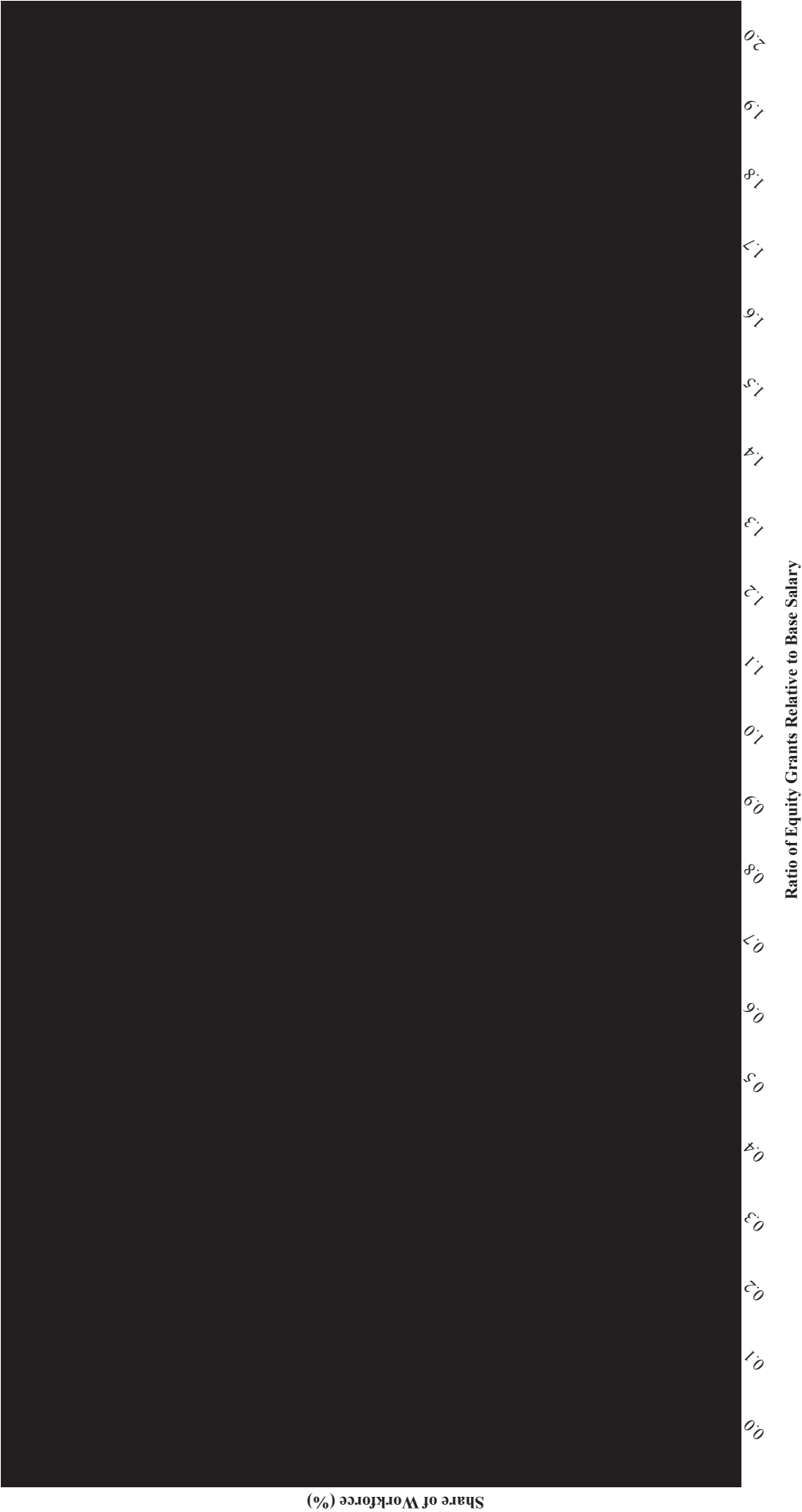
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Notes: Excludes a total of 2,968 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 27,262 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

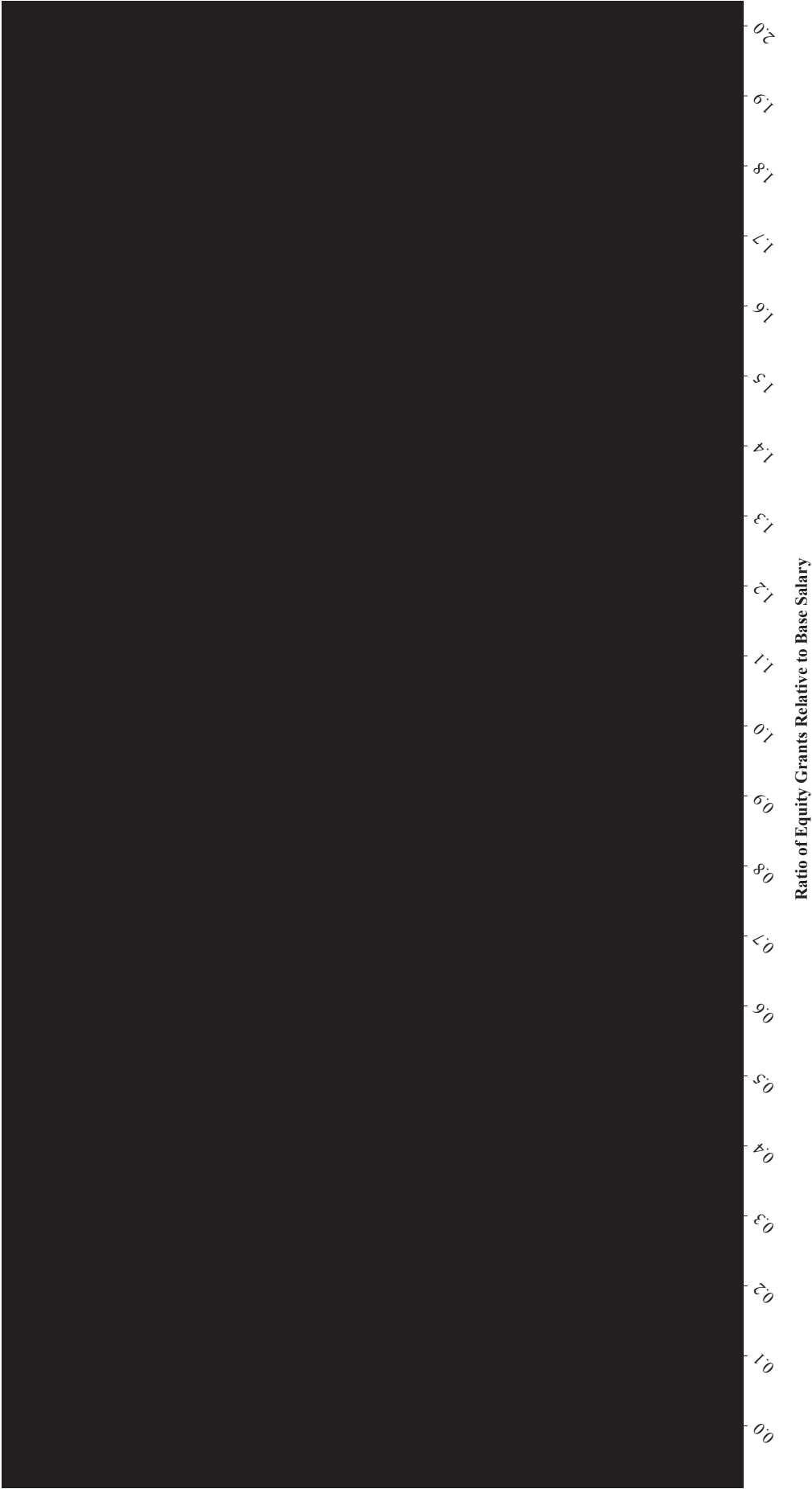
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2006



Notes: Excludes a total of 1,675 employee(s) with no equity grants.
Excludes a total of 6 employee(s) with a ratio greater than 2.
Includes 27,175 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

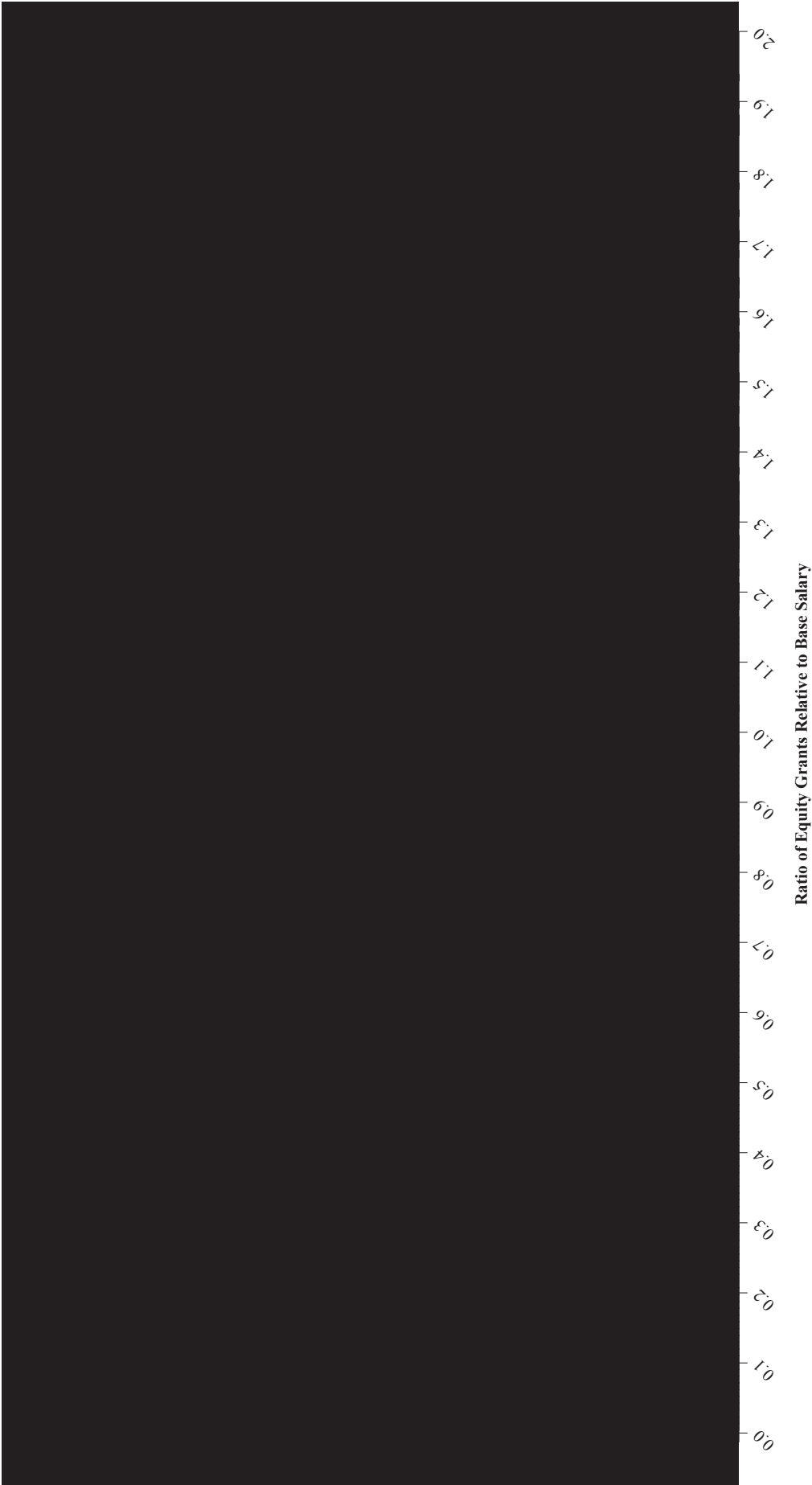
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Notes: Excludes a total of 1,821 employee(s) with no equity grants.
Excludes a total of 3 employee(s) with a ratio greater than 2.
Includes 25,759 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

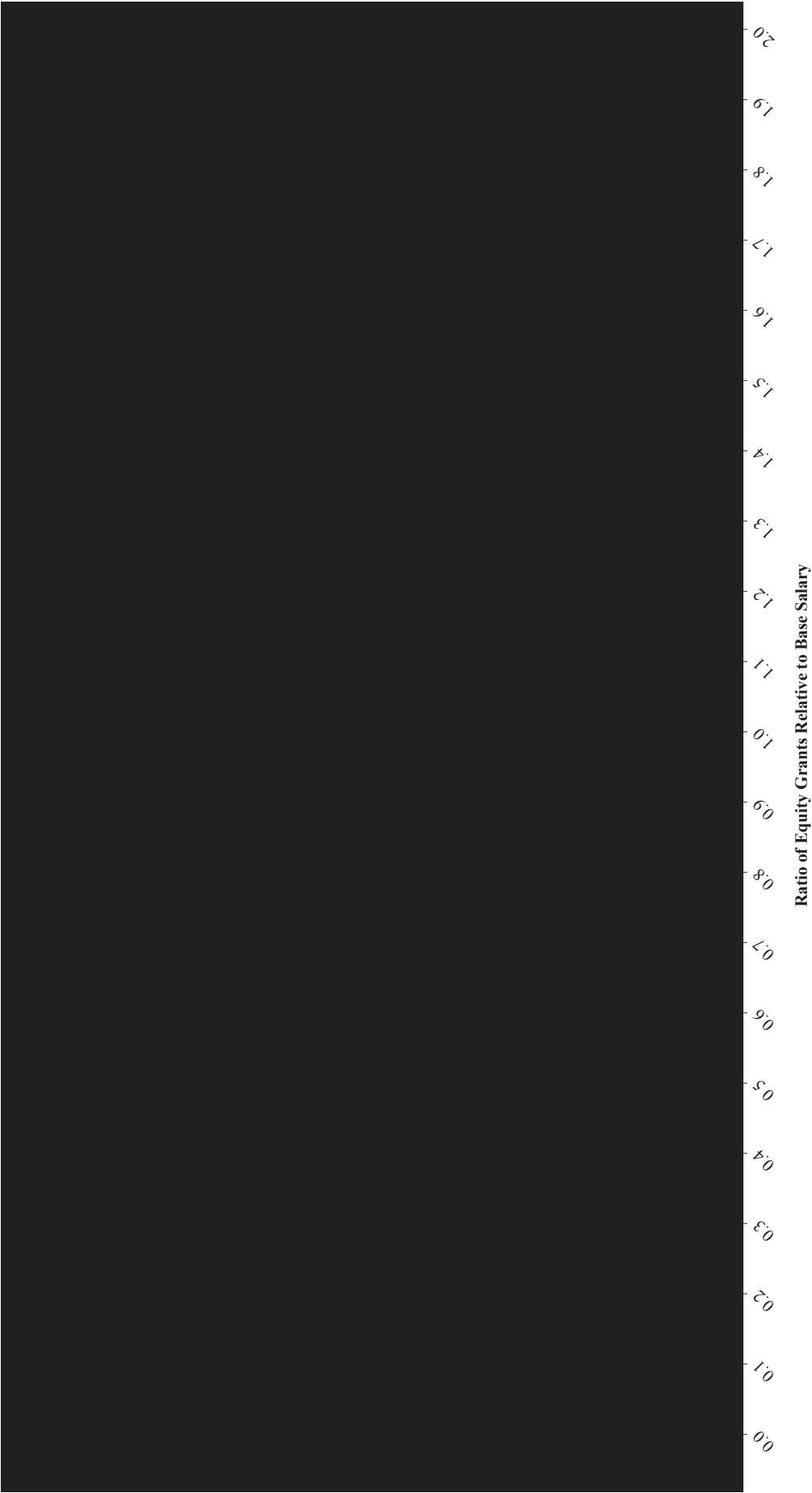
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Notes: Excludes a total of 1,715 employee(s) with no equity grants.
Excludes a total of 6 employee(s) with a ratio greater than 2.
Includes 25,446 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

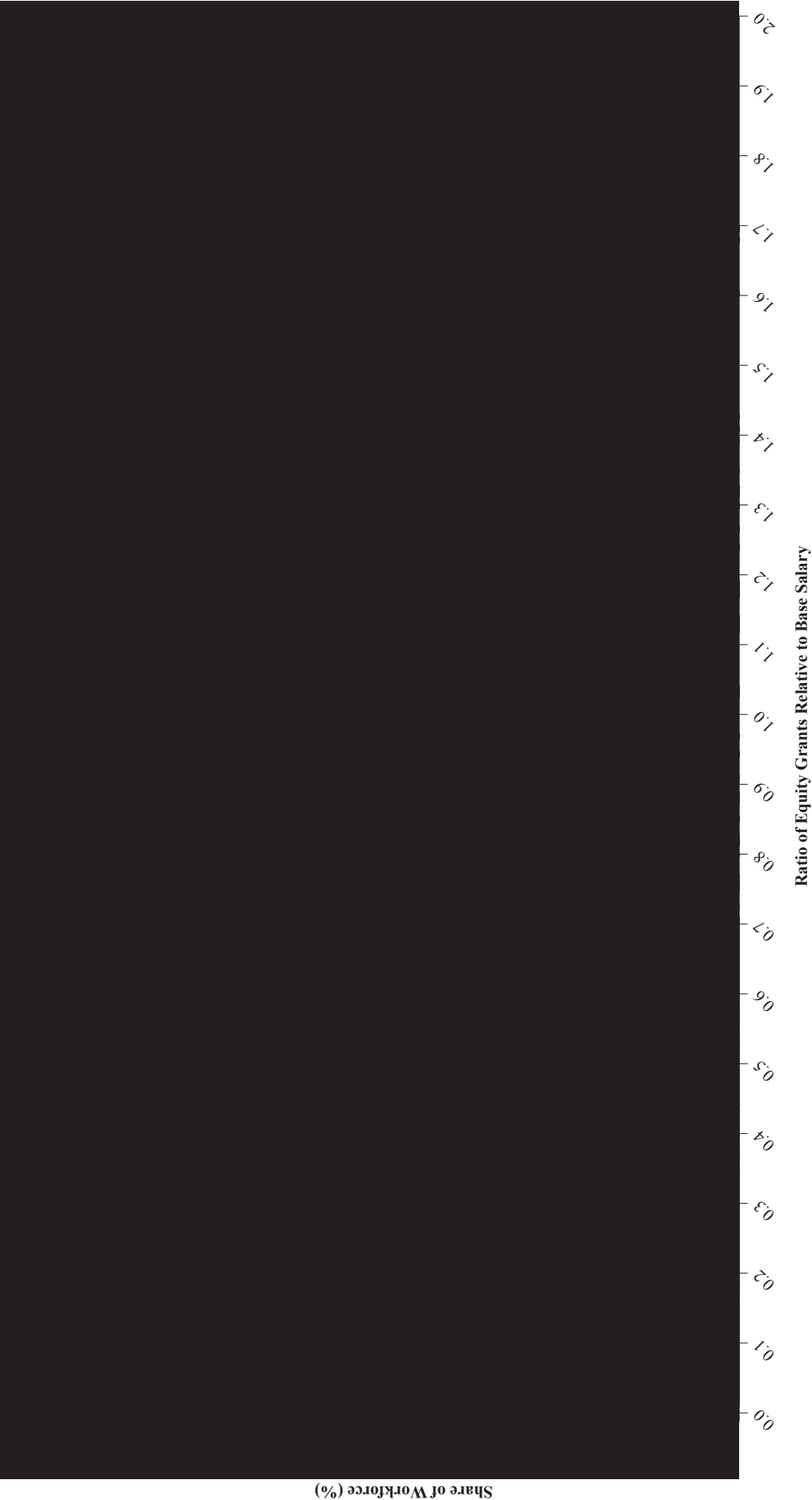
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 712 employee(s) with no equity grants.
Excludes a total of 20 employee(s) with a ratio greater than 2.
Includes 26,285 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

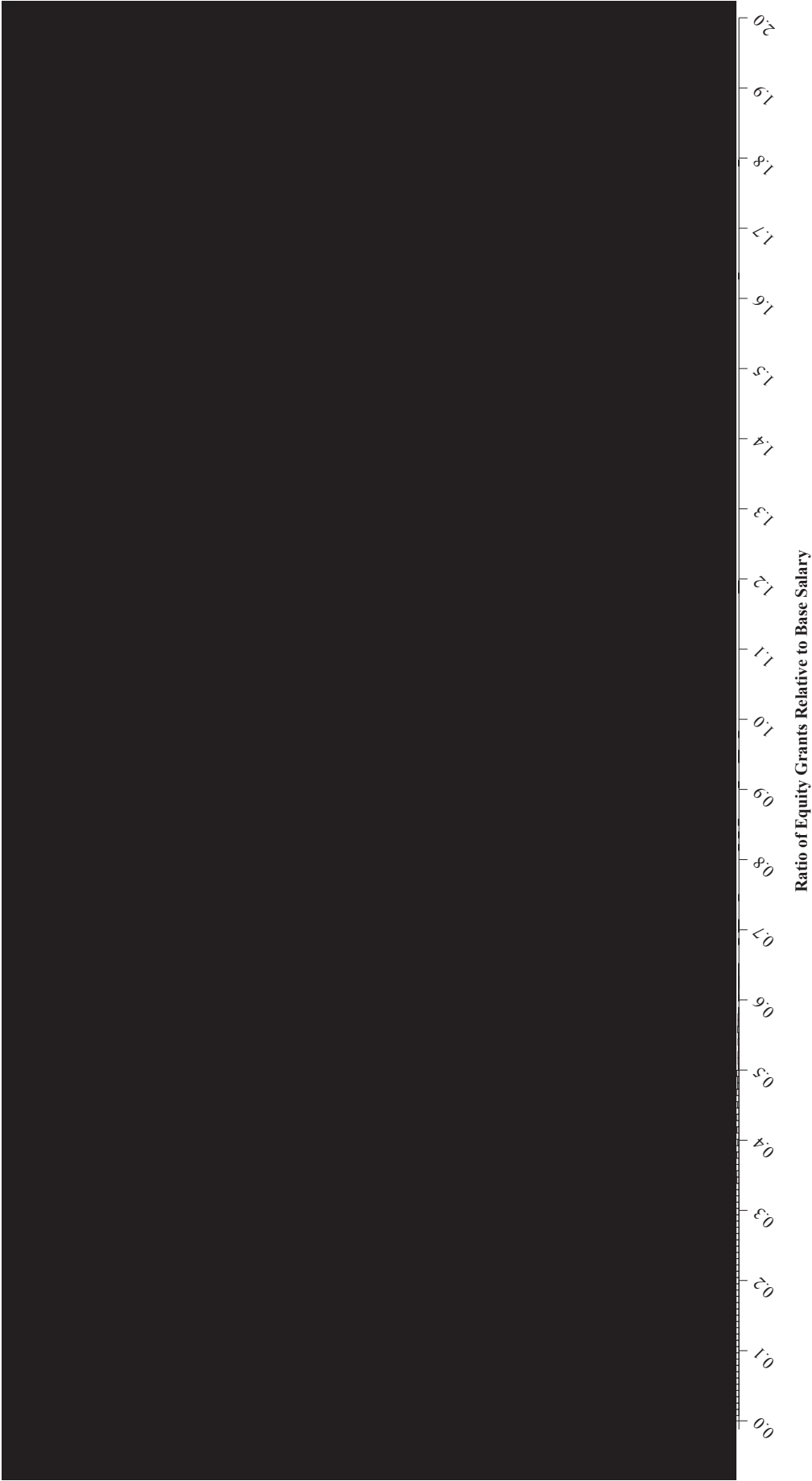
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Notes: Excludes a total of 2,262 employee(s) with no equity grants.
Excludes a total of 4 employee(s) with a ratio greater than 2.
Includes 25,475 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

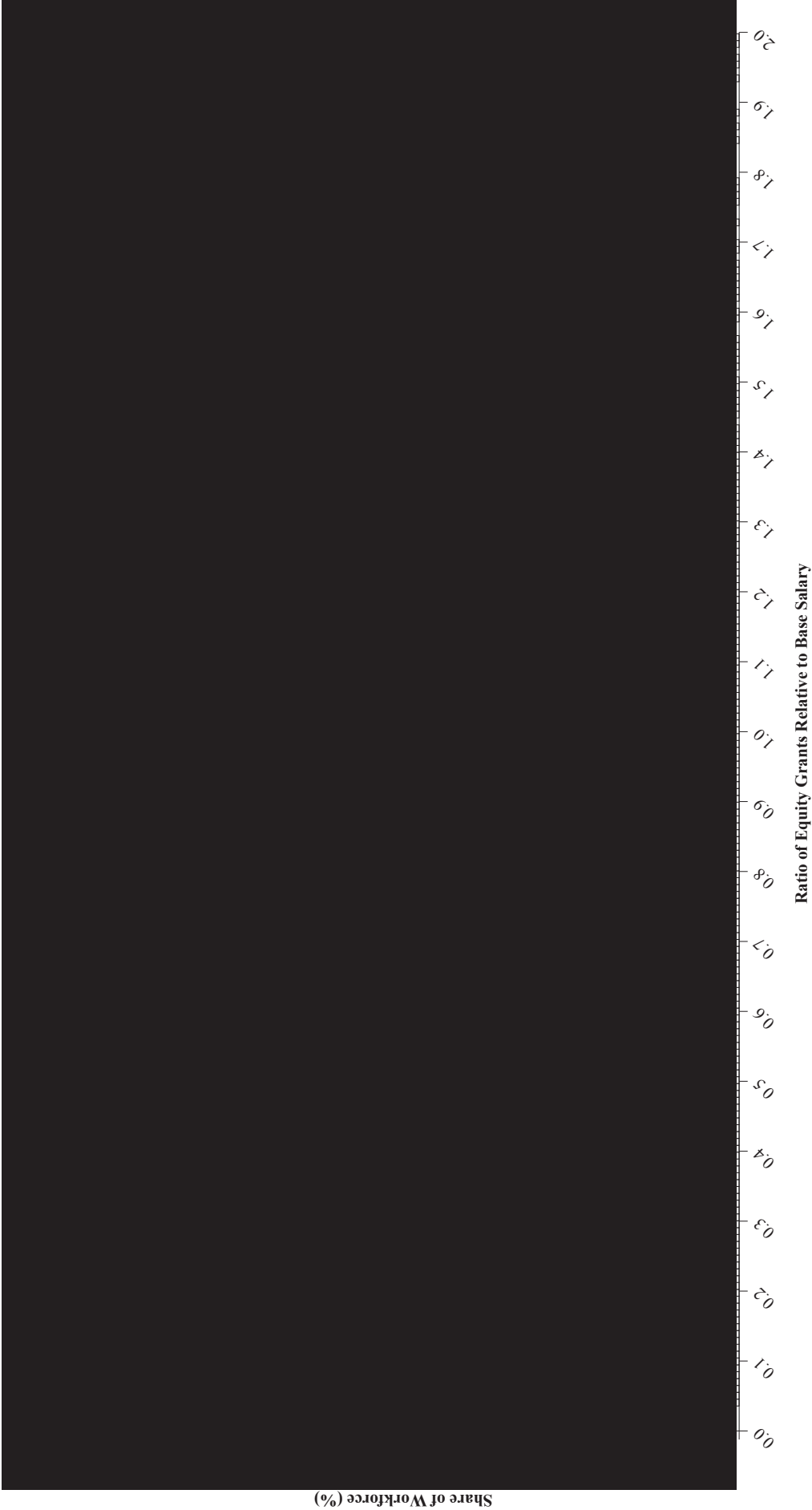
Appendix B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2011



Notes: Excludes a total of 3,247 employee(s) with no equity grants.
Excludes a total of 1 employee(s) with a ratio greater than 2.
Includes 27,163 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

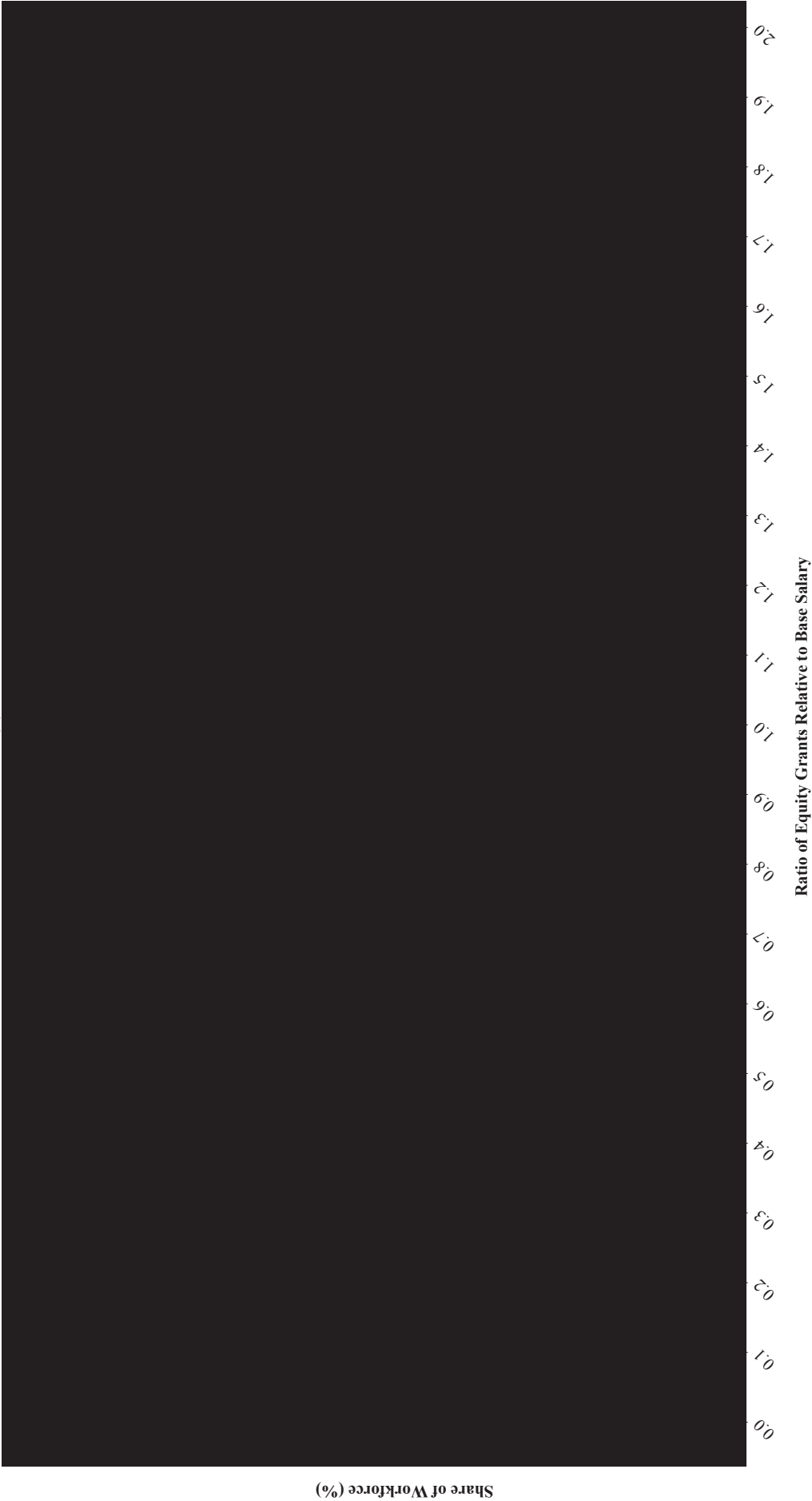
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2001



Notes: Excludes a total of 200 employee(s) with no equity grants.
Excludes a total of 14 employee(s) with a ratio greater than 2.
Includes 1,340 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

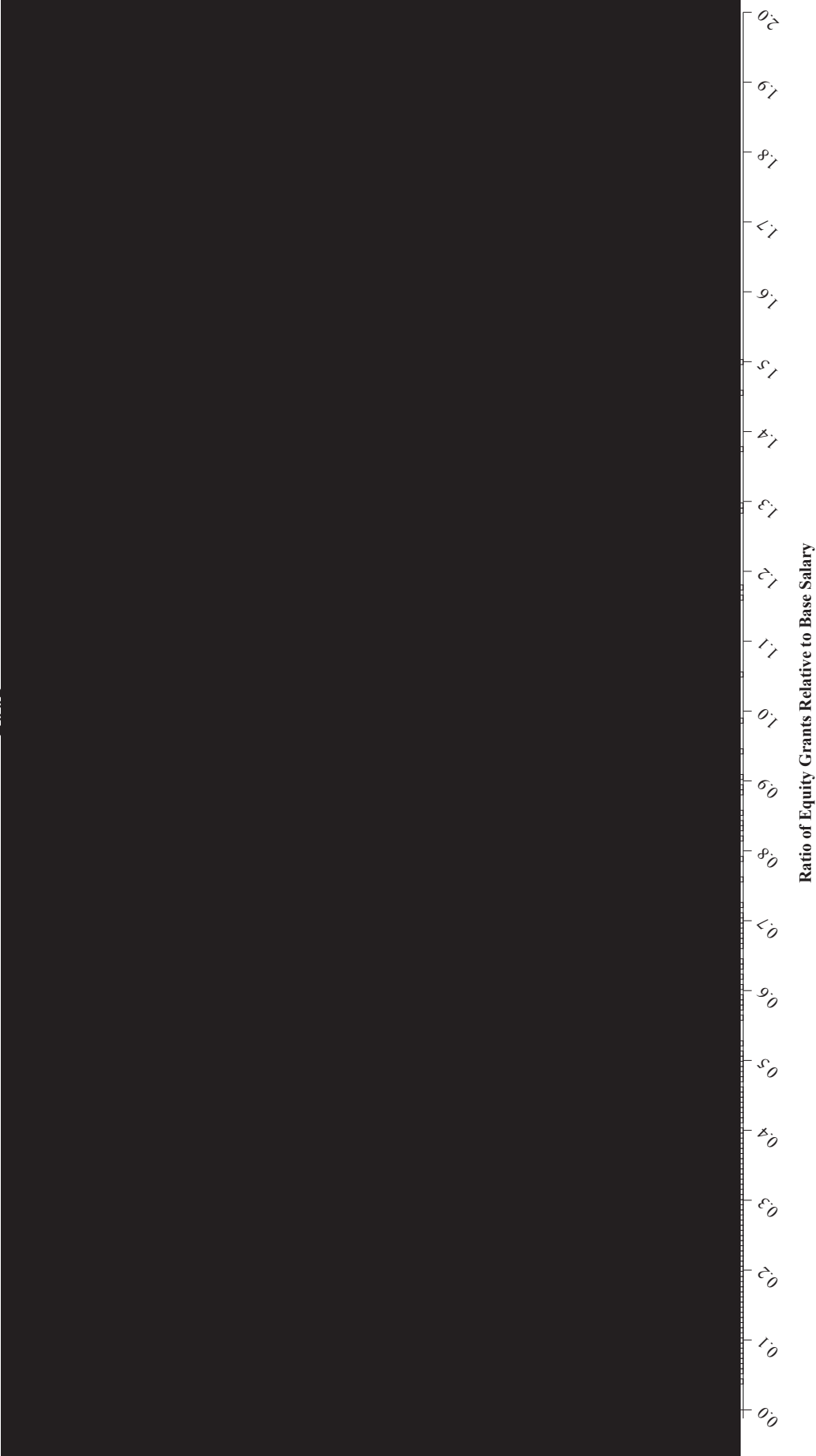
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2002



Notes: Excludes a total of 1,416 employee(s) with no equity grants.
Excludes a total of 1 employee(s) with a ratio greater than 2.
Includes 556 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

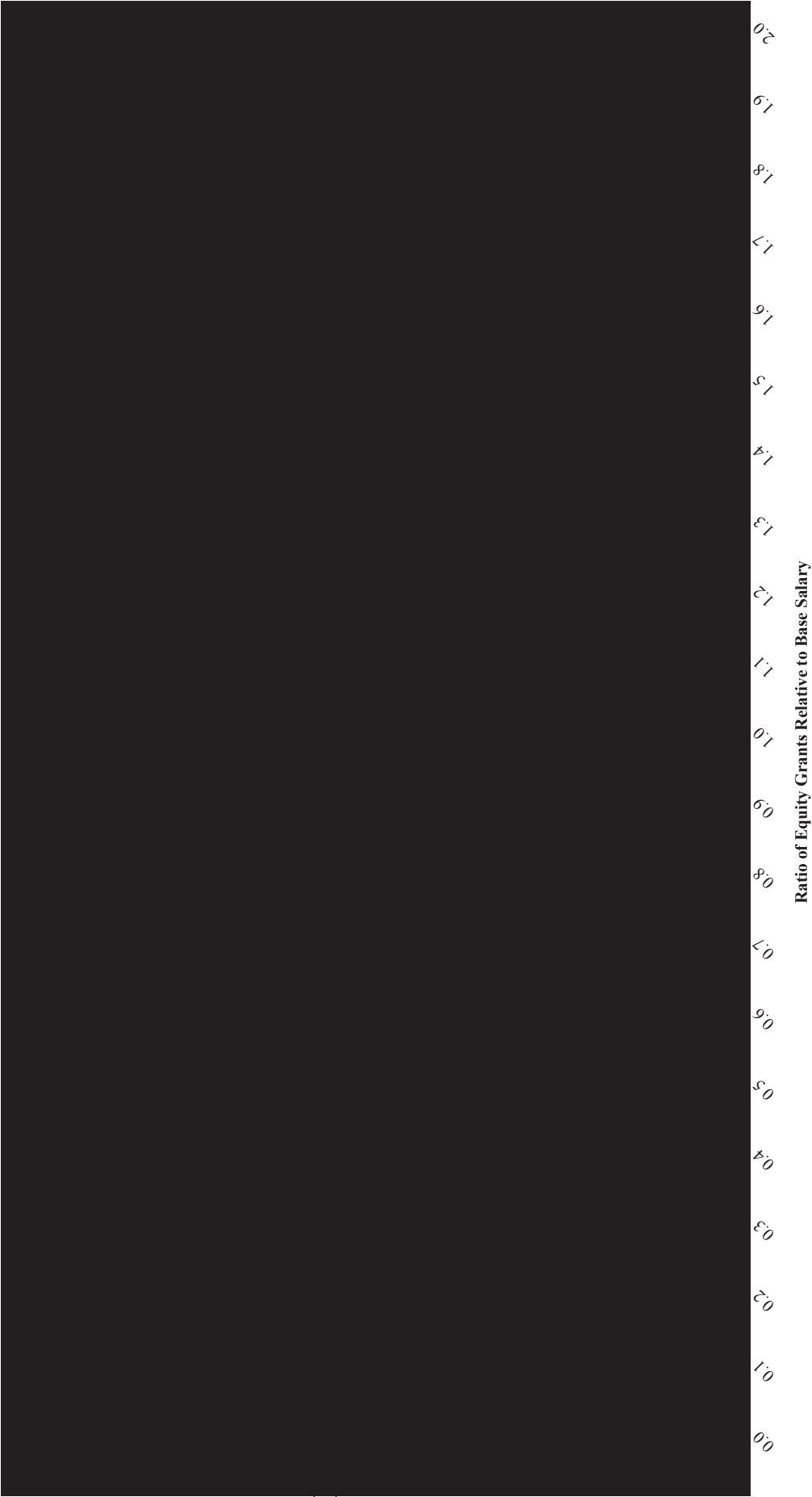
Appendix B3
Intuit - Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2003



Notes: Excludes a total of 864 employee(s) with no equity grants.
Excludes a total of 1 employee(s) with a ratio greater than 2.
Includes 1,039 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

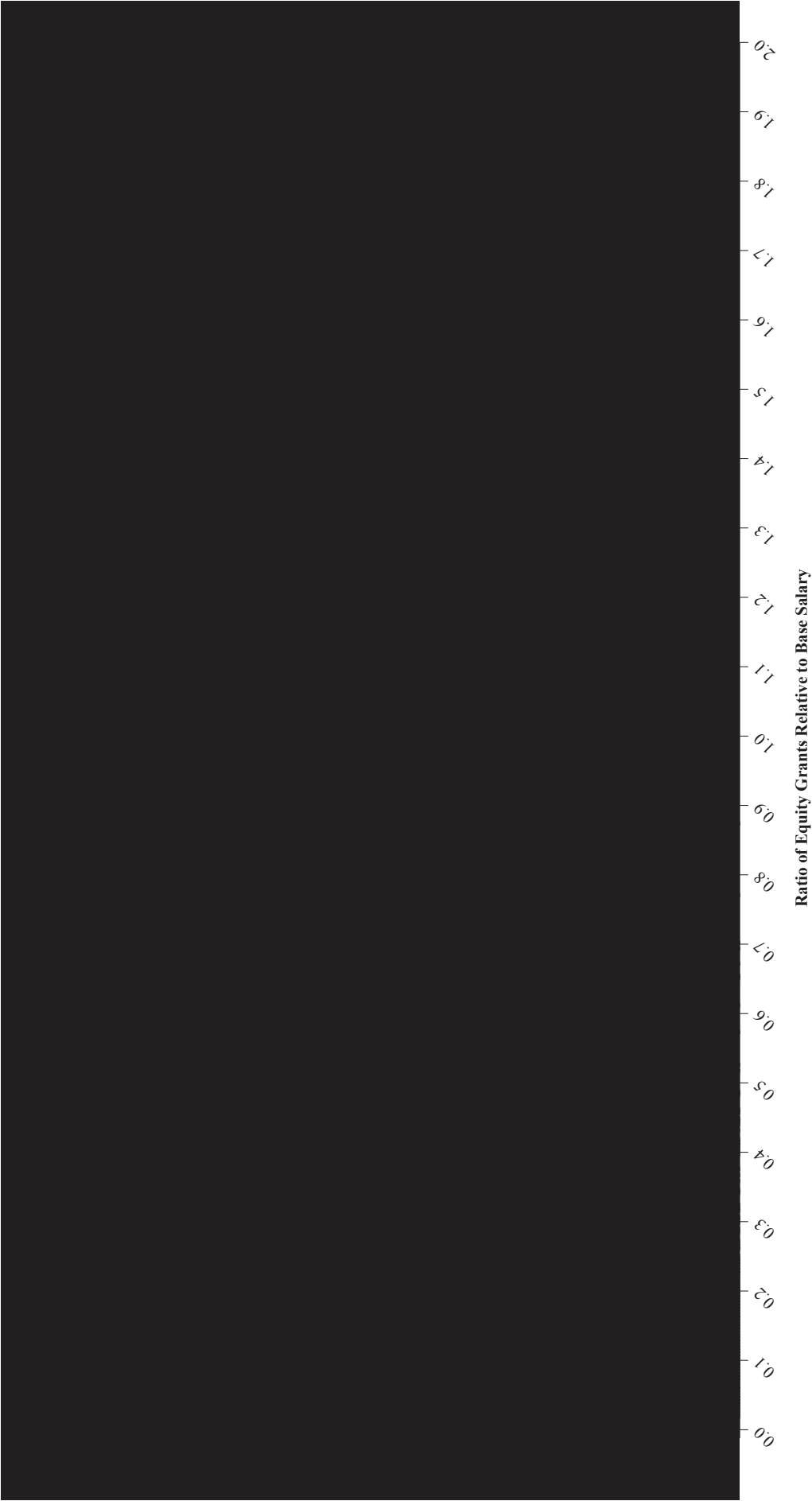
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2004



Notes: Excludes a total of 756 employee(s) with no equity grants.
Excludes a total of 1 employee(s) with a ratio greater than 2.
Includes 1,069 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

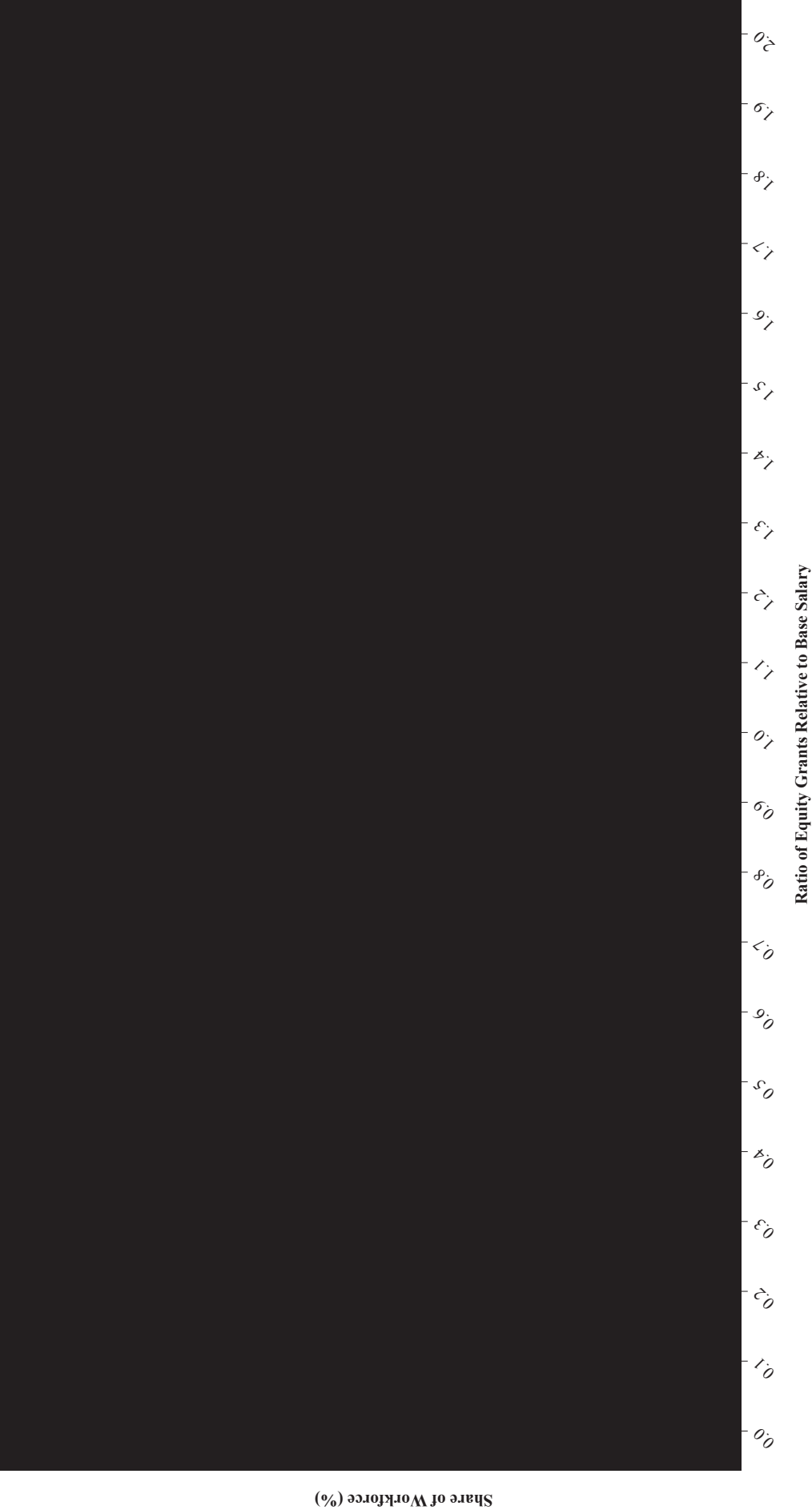
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 614 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 1,195 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

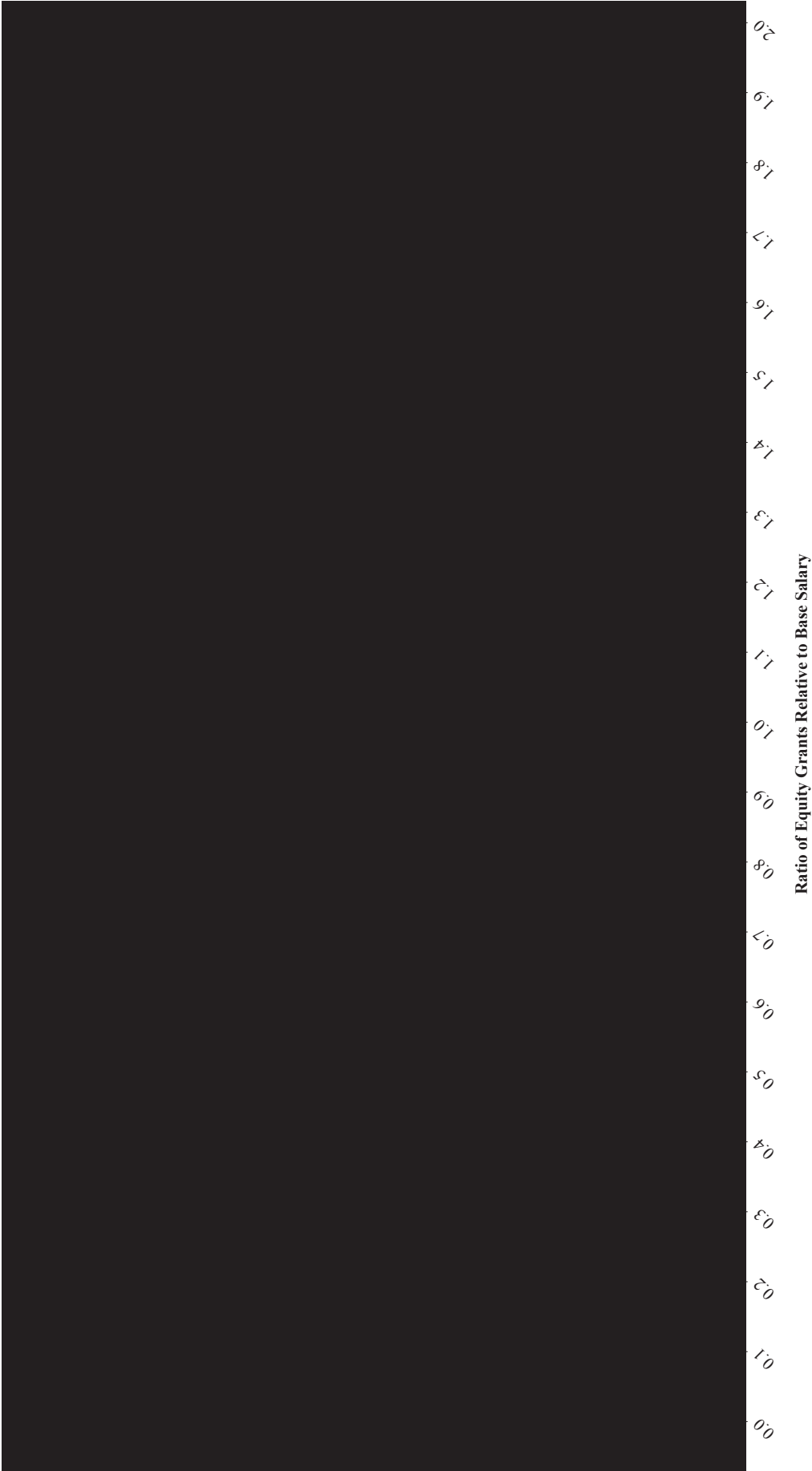
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2006



Notes: Excludes a total of 117 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 1,742 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

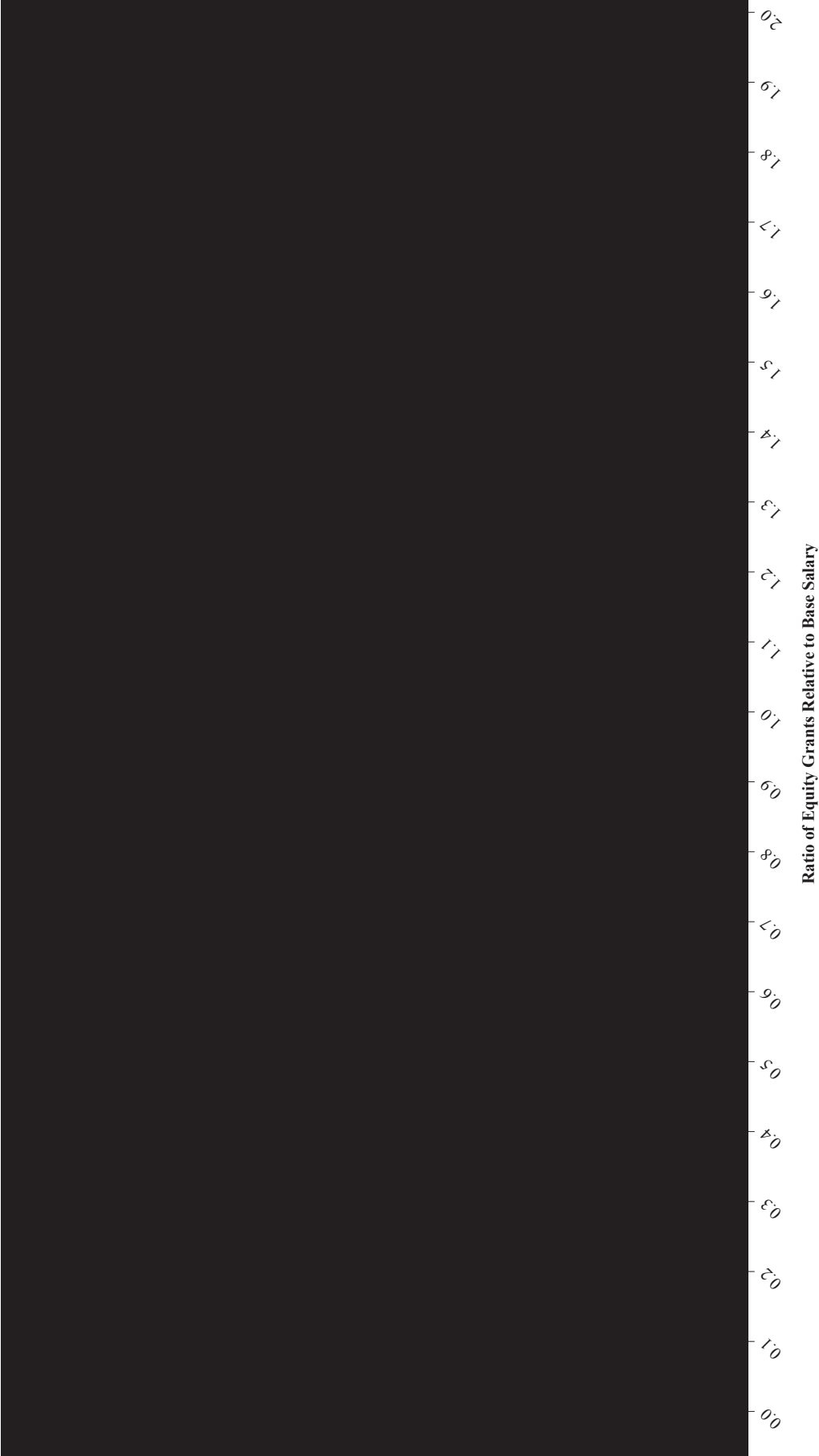
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Notes: Excludes a total of 414 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 1,819 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

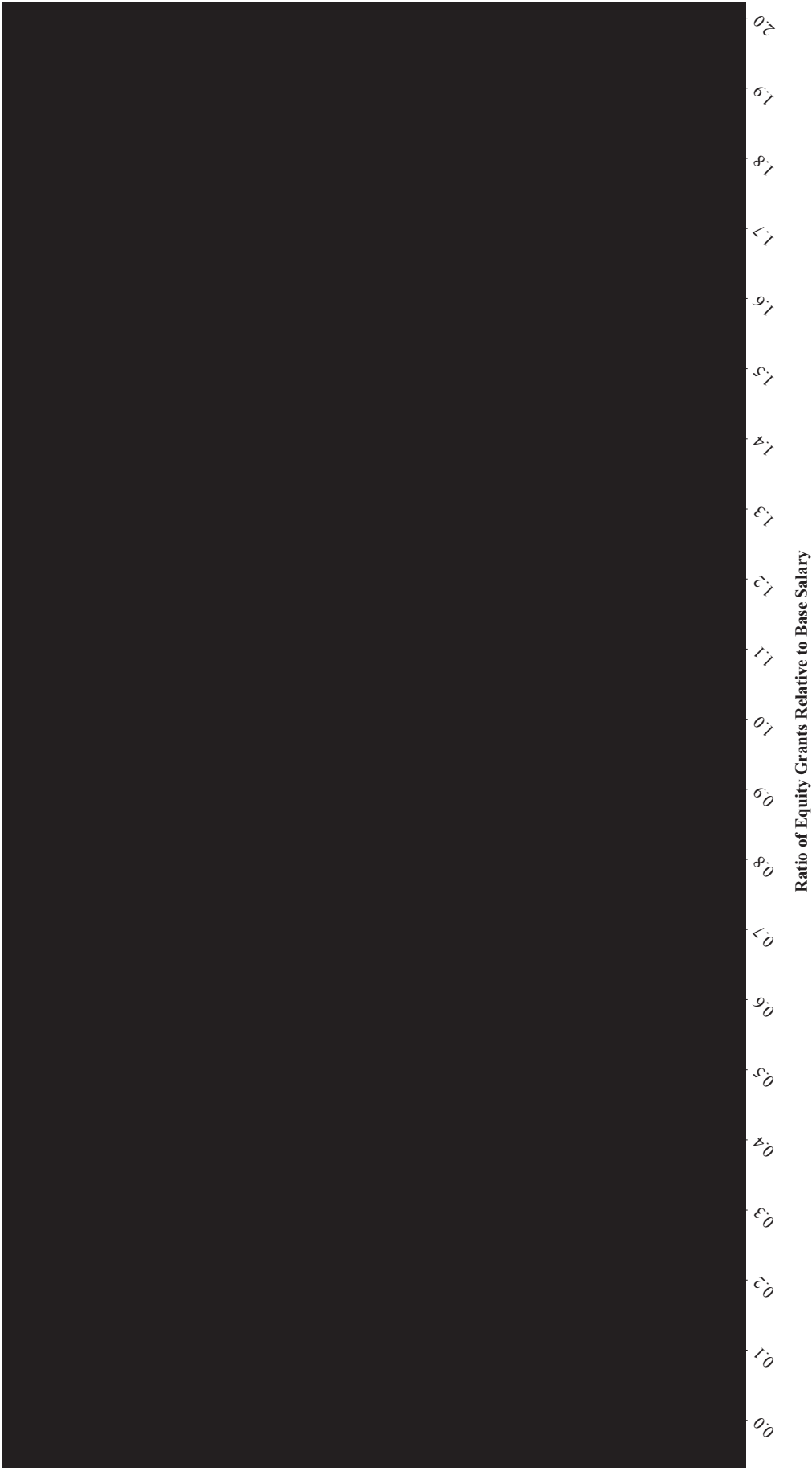
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 161 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 2,156 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

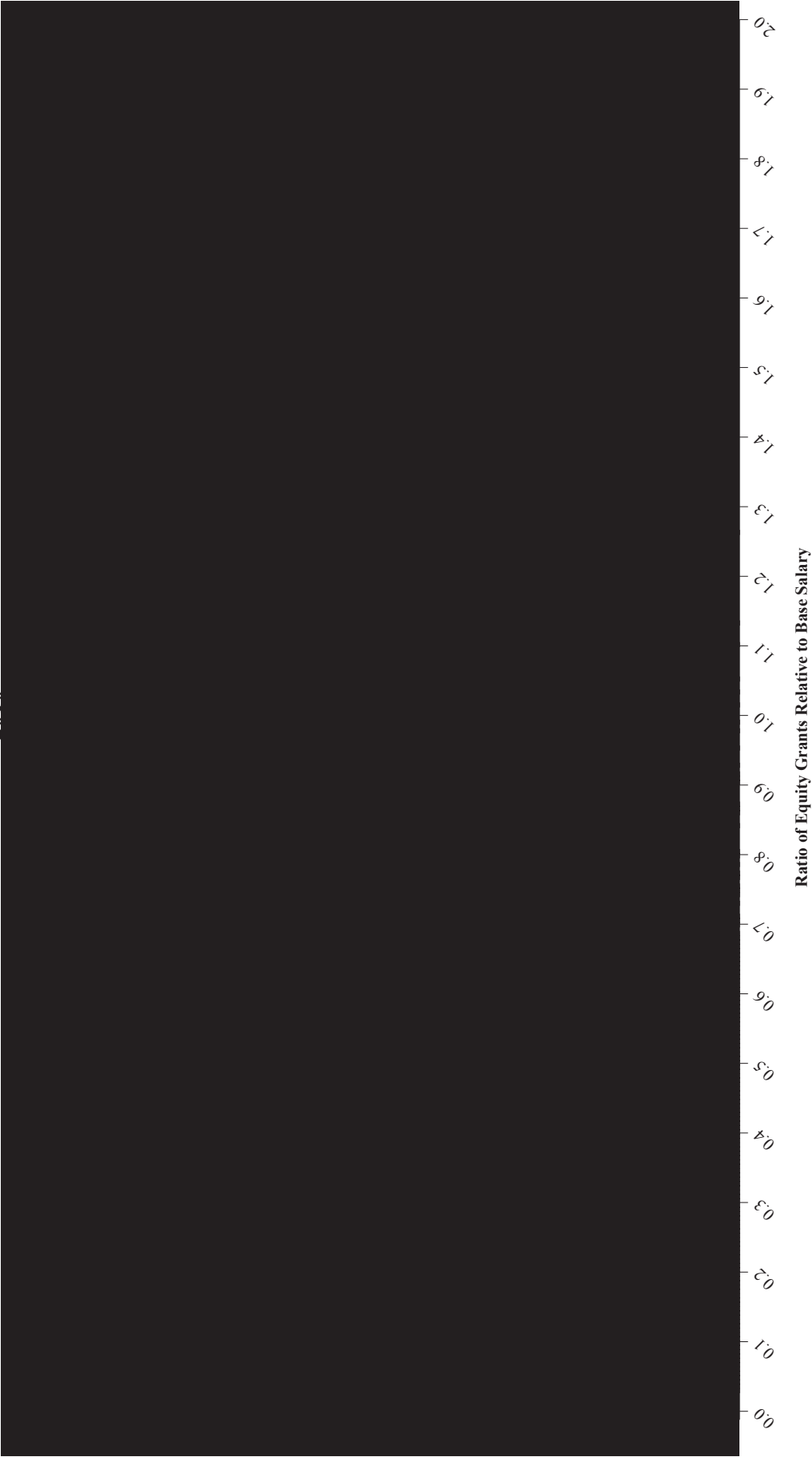
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 120 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 2,088 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

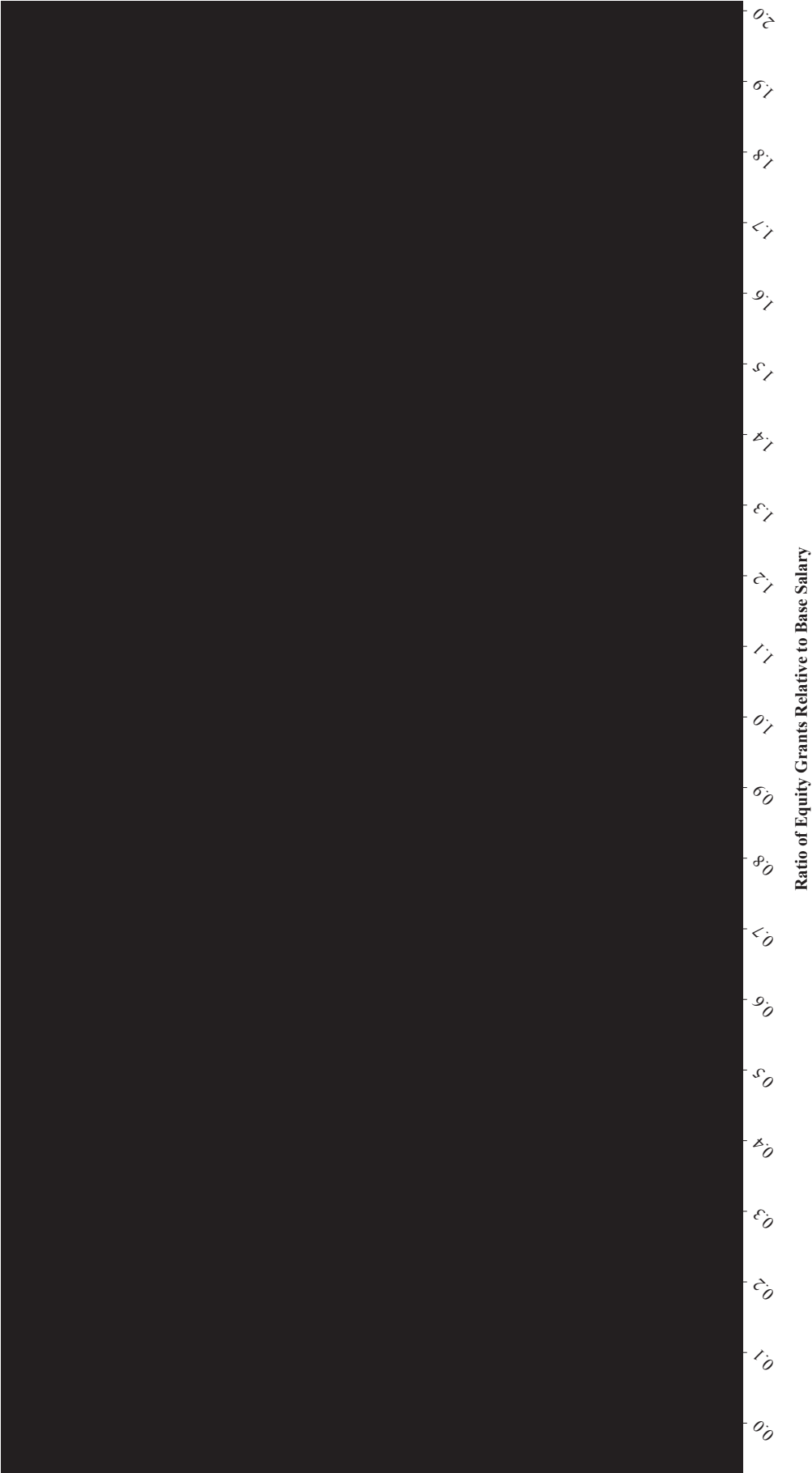
Appendix B3
Intuit - Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Notes: Excludes a total of 142 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 2,136 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

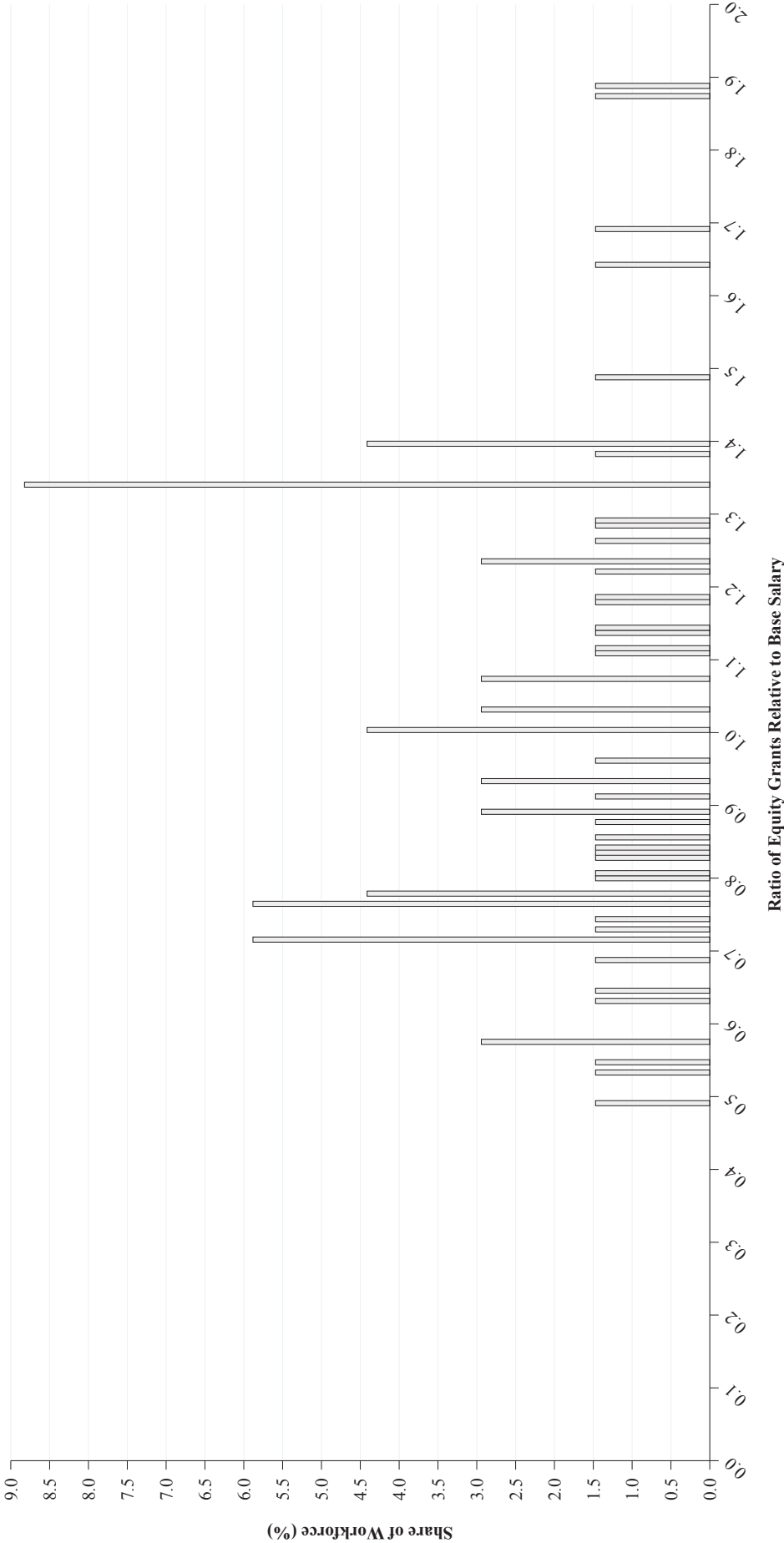
Appendix B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2011



Notes: Excludes a total of 203 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 2,226 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

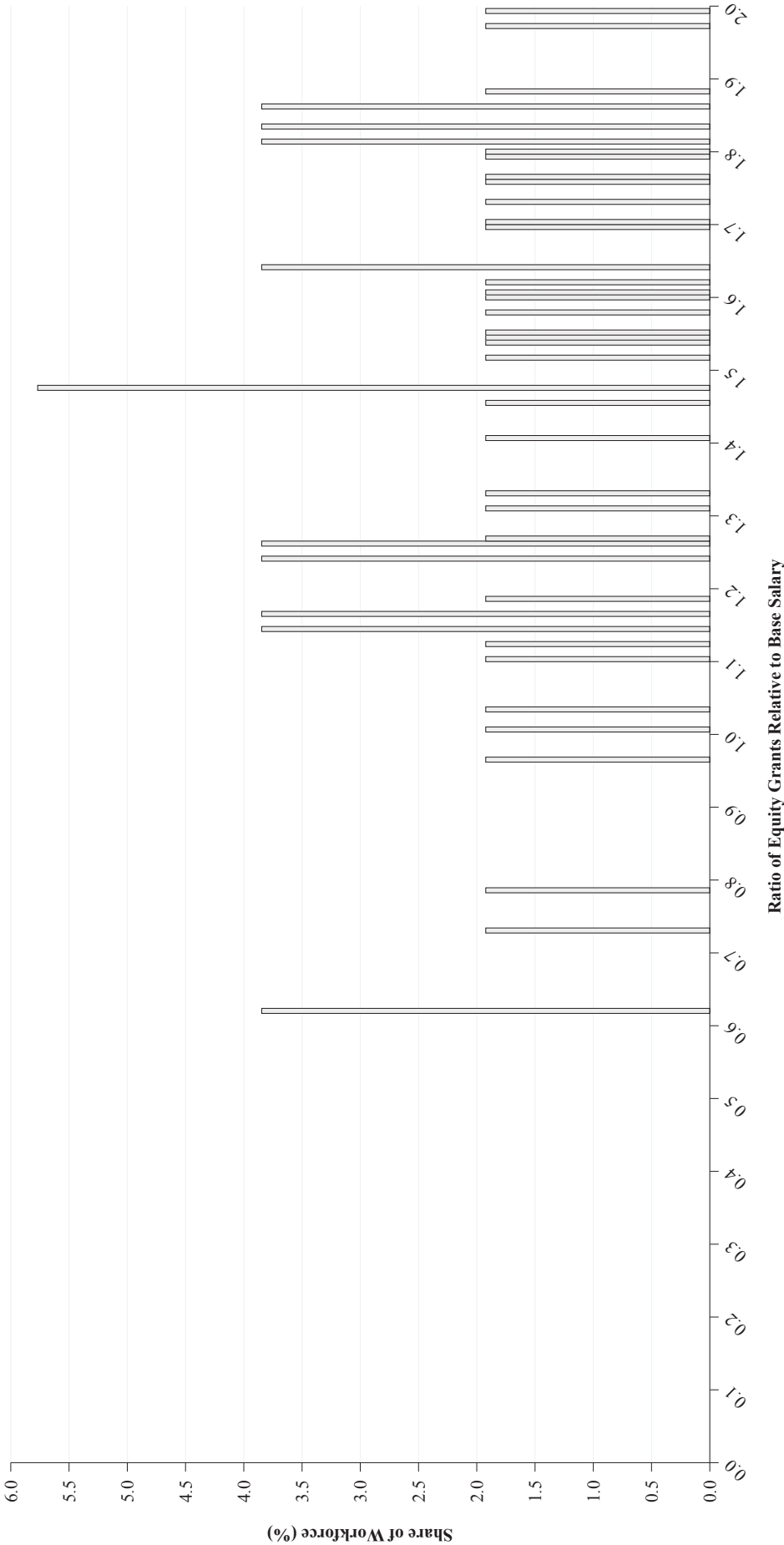
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2001



Notes: Excludes a total of 304 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 68 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

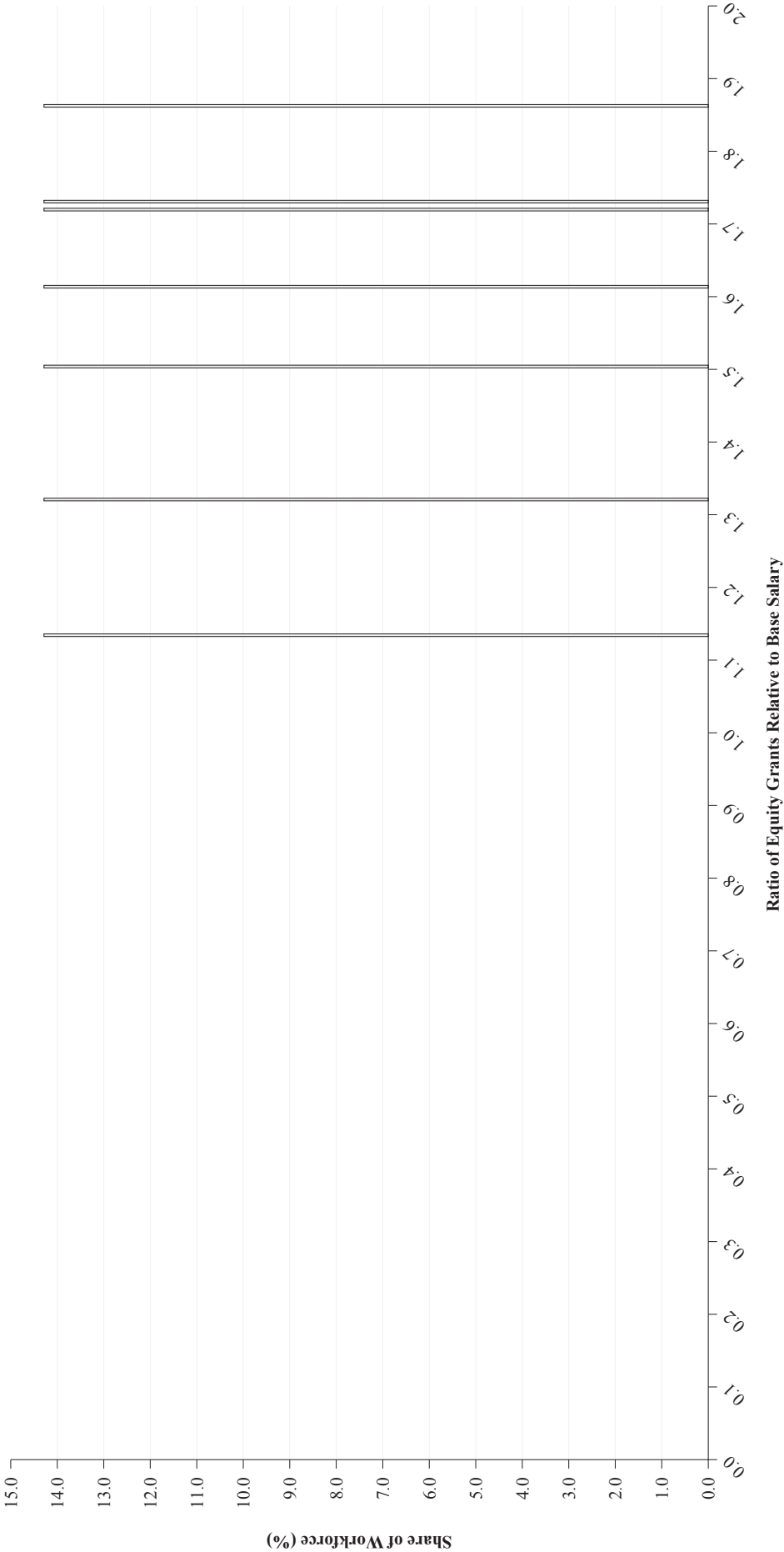
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2002



Notes: Excludes a total of 334 employee(s) with no equity grants.
Excludes a total of 25 employee(s) with a ratio greater than 2.
Includes 52 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

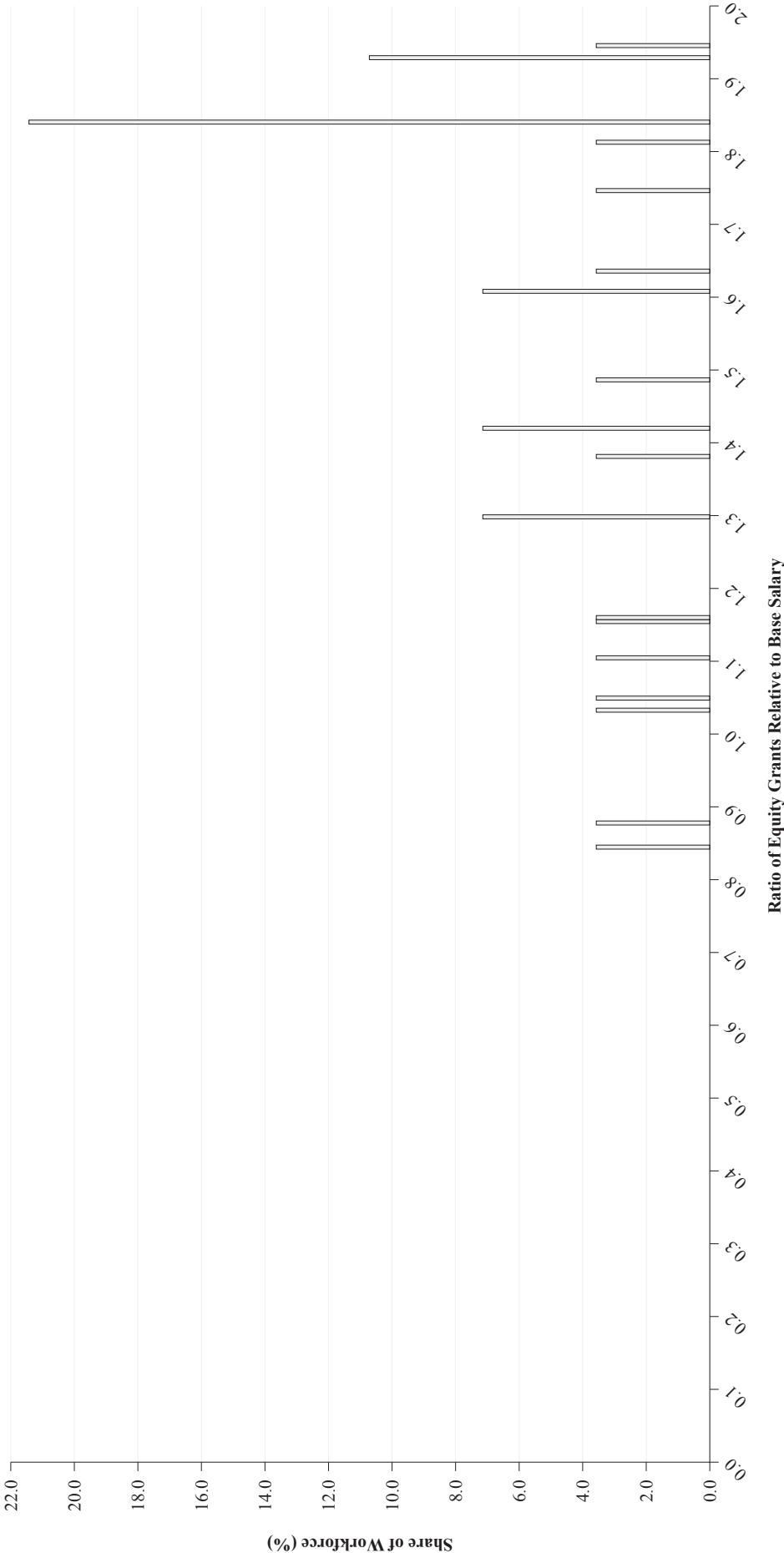
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2003



Notes: Excludes a total of 355 employee(s) with no equity grants.
Excludes a total of 51 employee(s) with a ratio greater than 2.
Includes 7 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

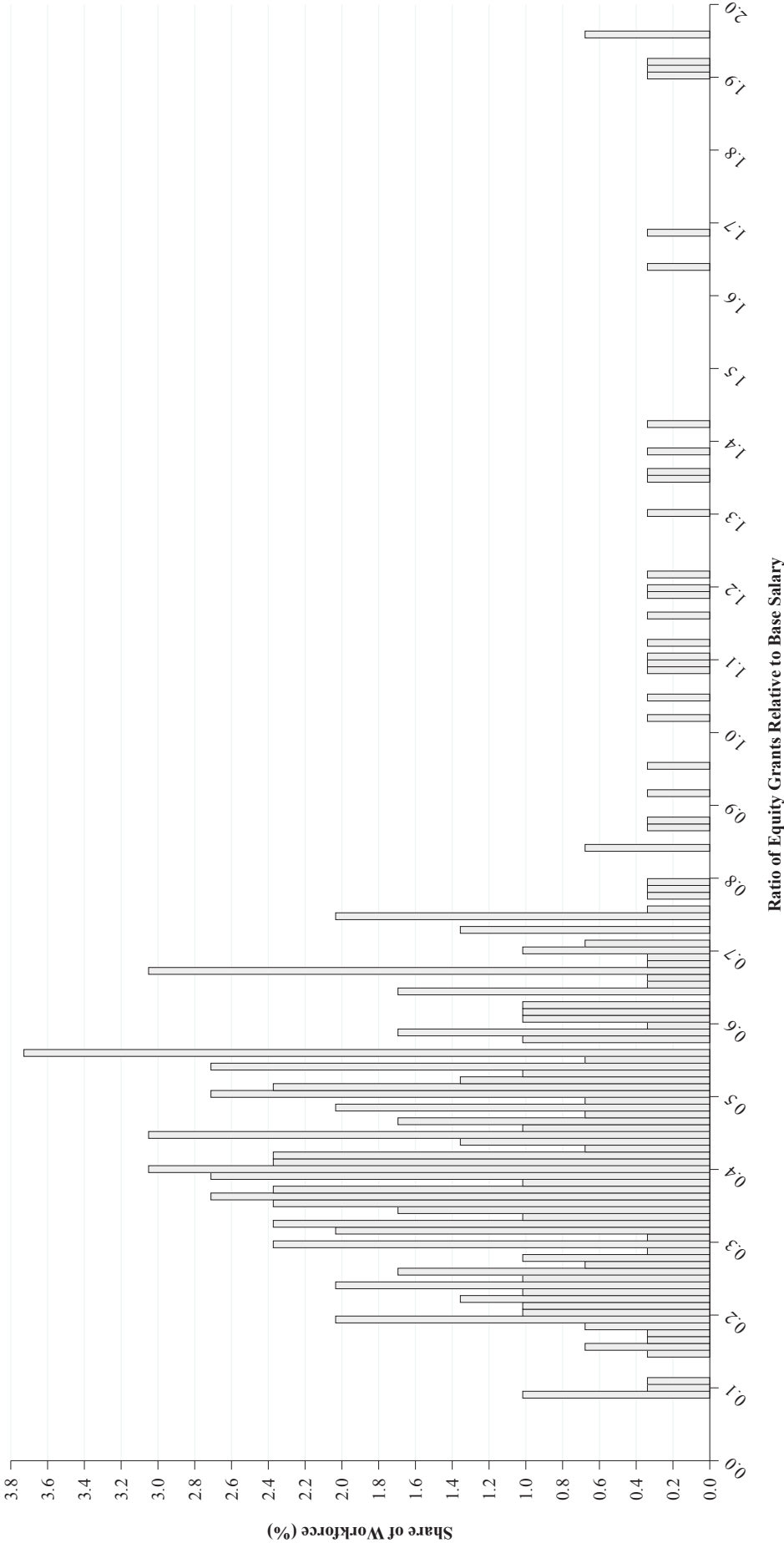
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2004



Notes: Excludes a total of 387 employee(s) with no equity grants.
Excludes a total of 20 employee(s) with a ratio greater than 2.
Includes 28 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

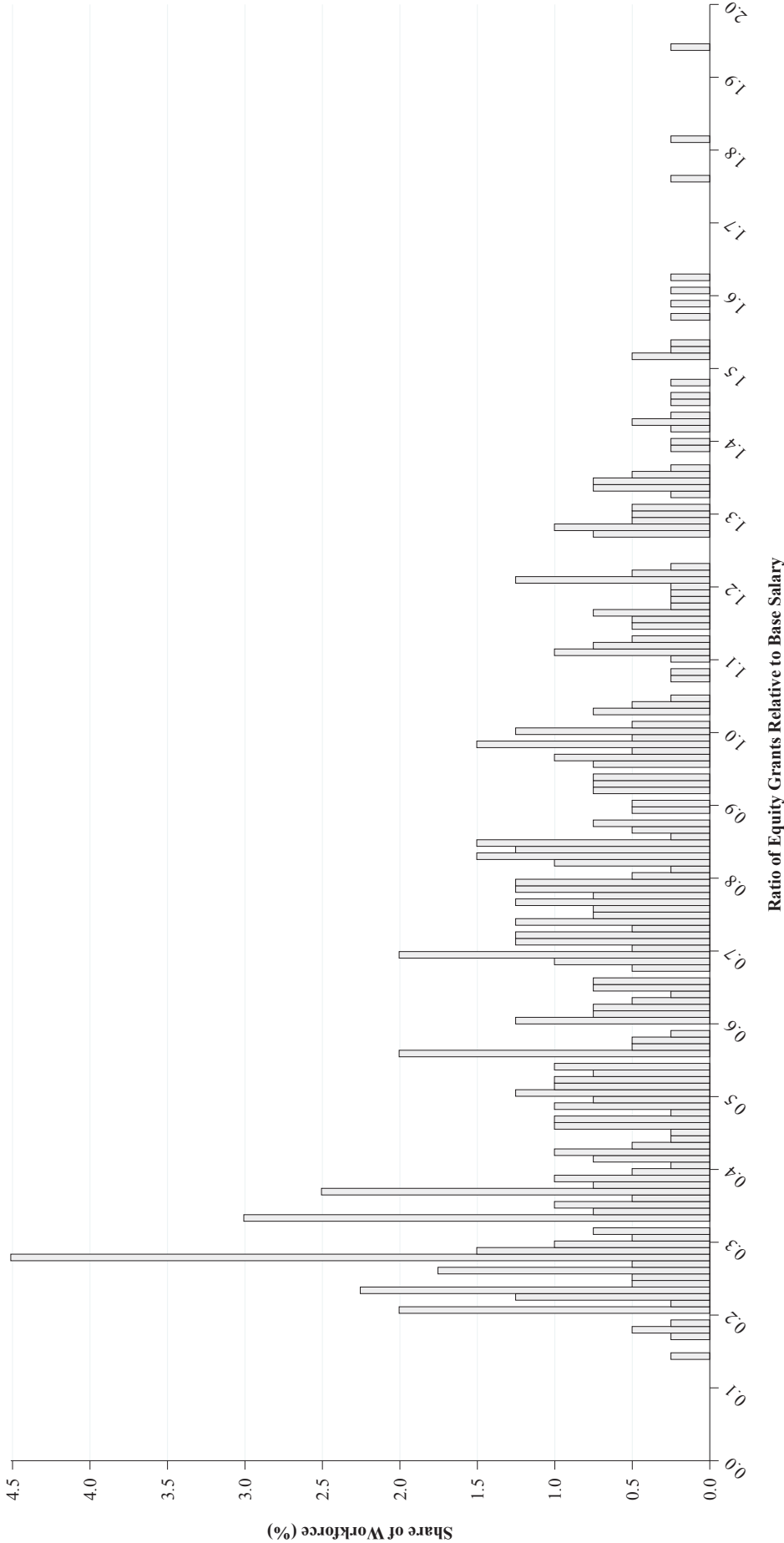
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Notes: Excludes a total of 158 employee(s) with no equity grants.
Excludes a total of 23 employee(s) with a ratio greater than 2.
Includes 295 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

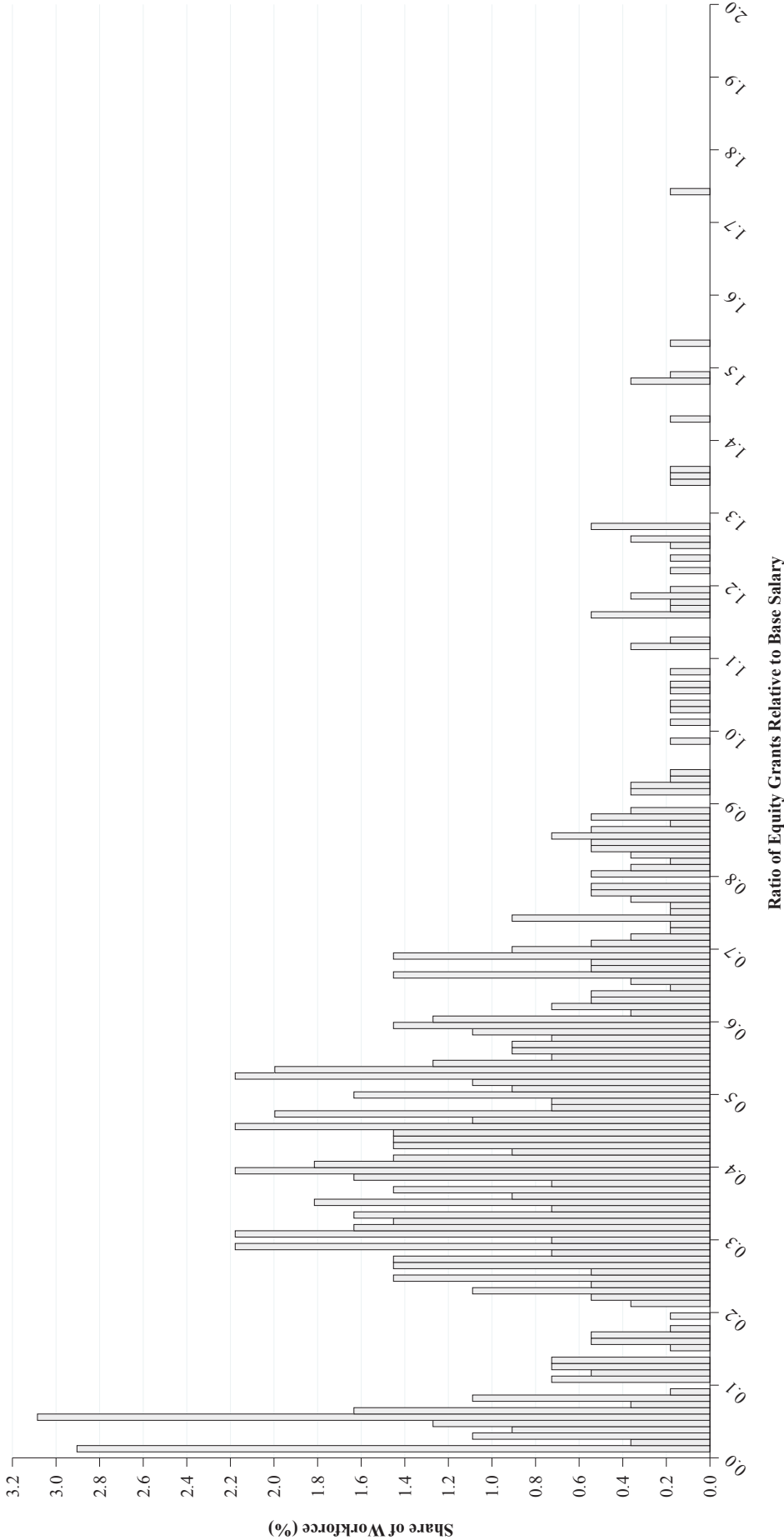
Appendix B3
Pixar - Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2006



Notes: Excludes a total of 136 employee(s) with no equity grants.
Excludes a total of 13 employee(s) with a ratio greater than 2.
Includes 399 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

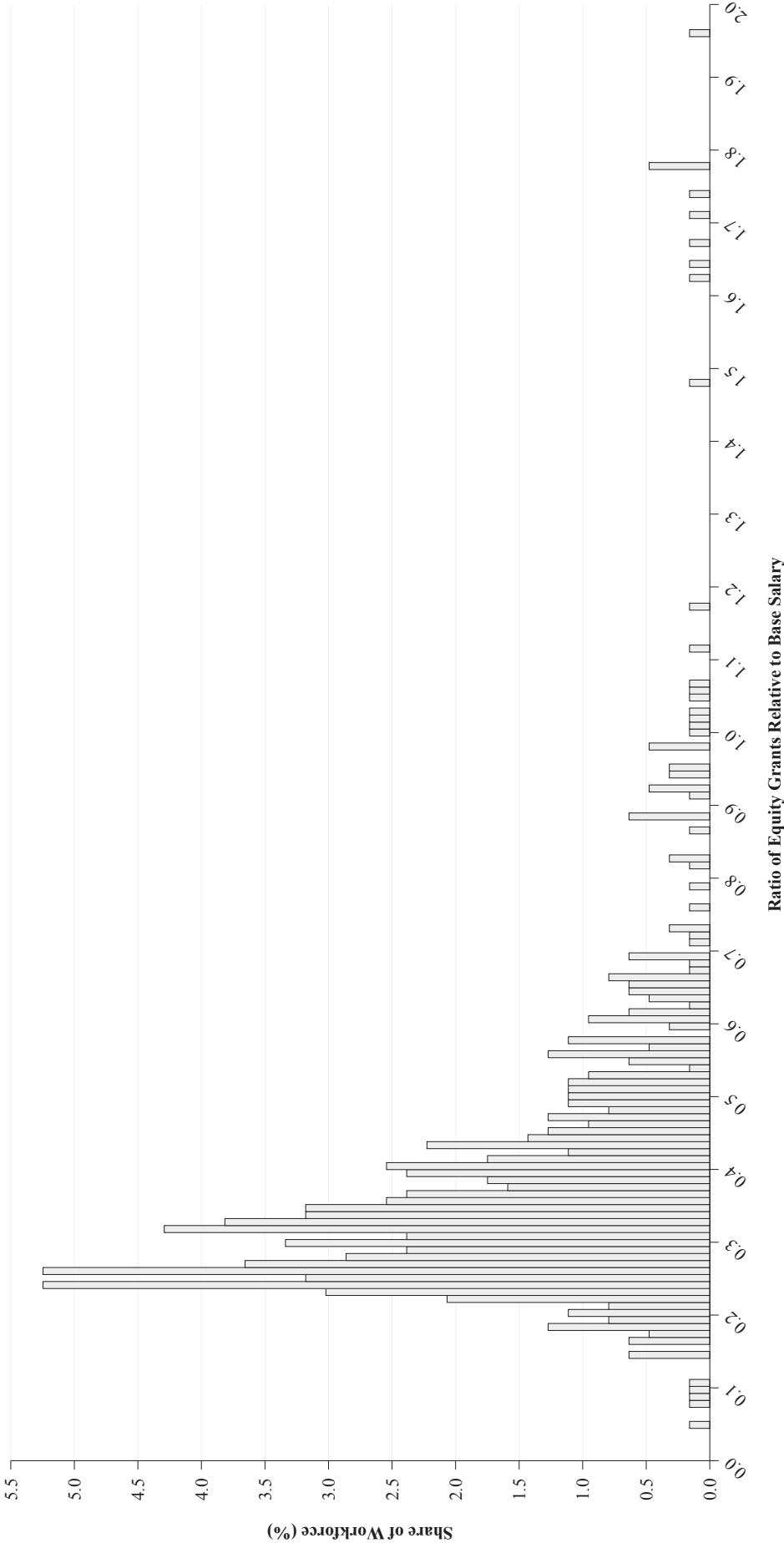
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Notes: Excludes a total of 5 employee(s) with no equity grants.
Excludes a total of 8 employee(s) with a ratio greater than 2.
Includes 551 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

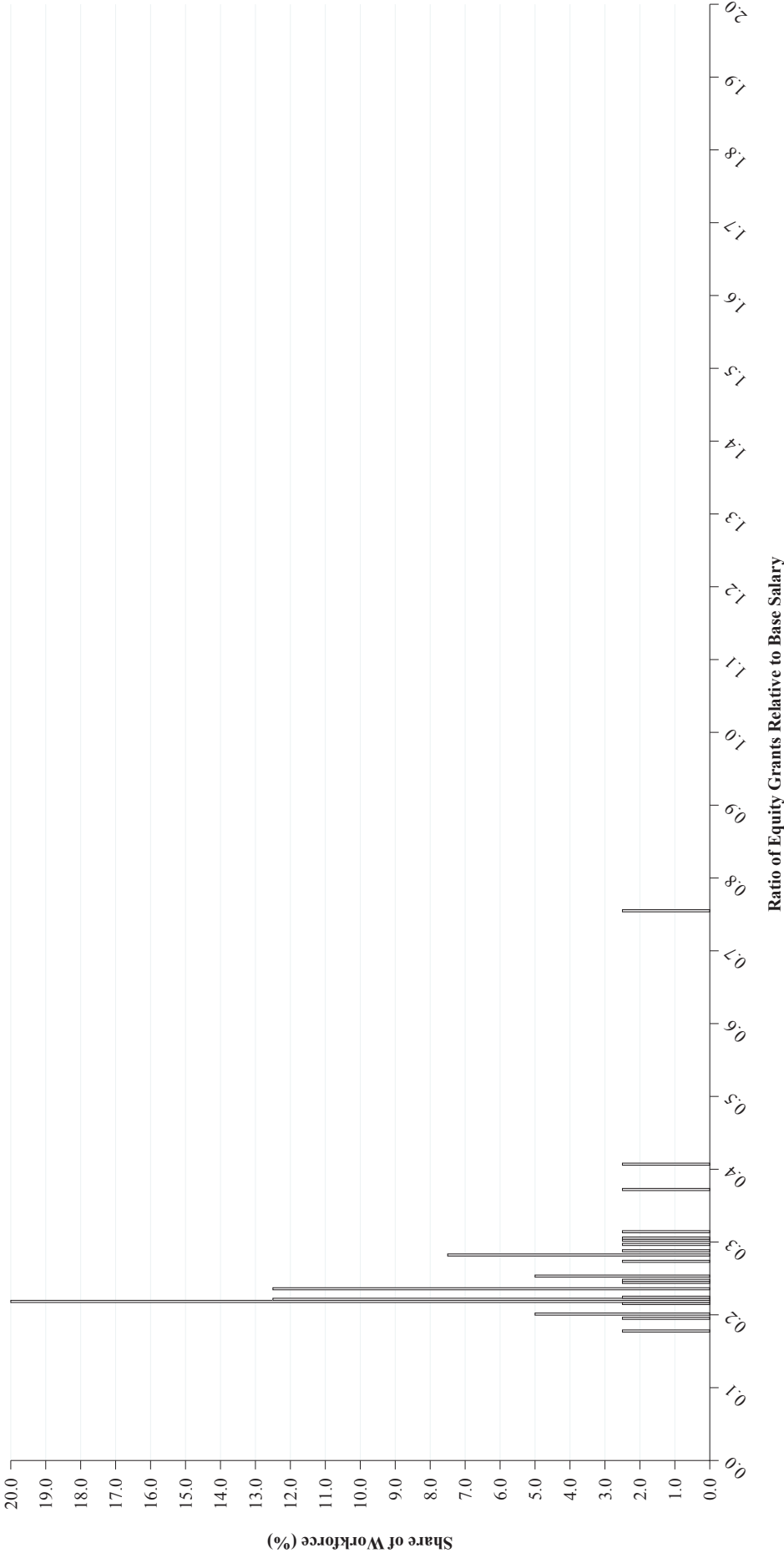
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Notes: Excludes a total of 32 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 629 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

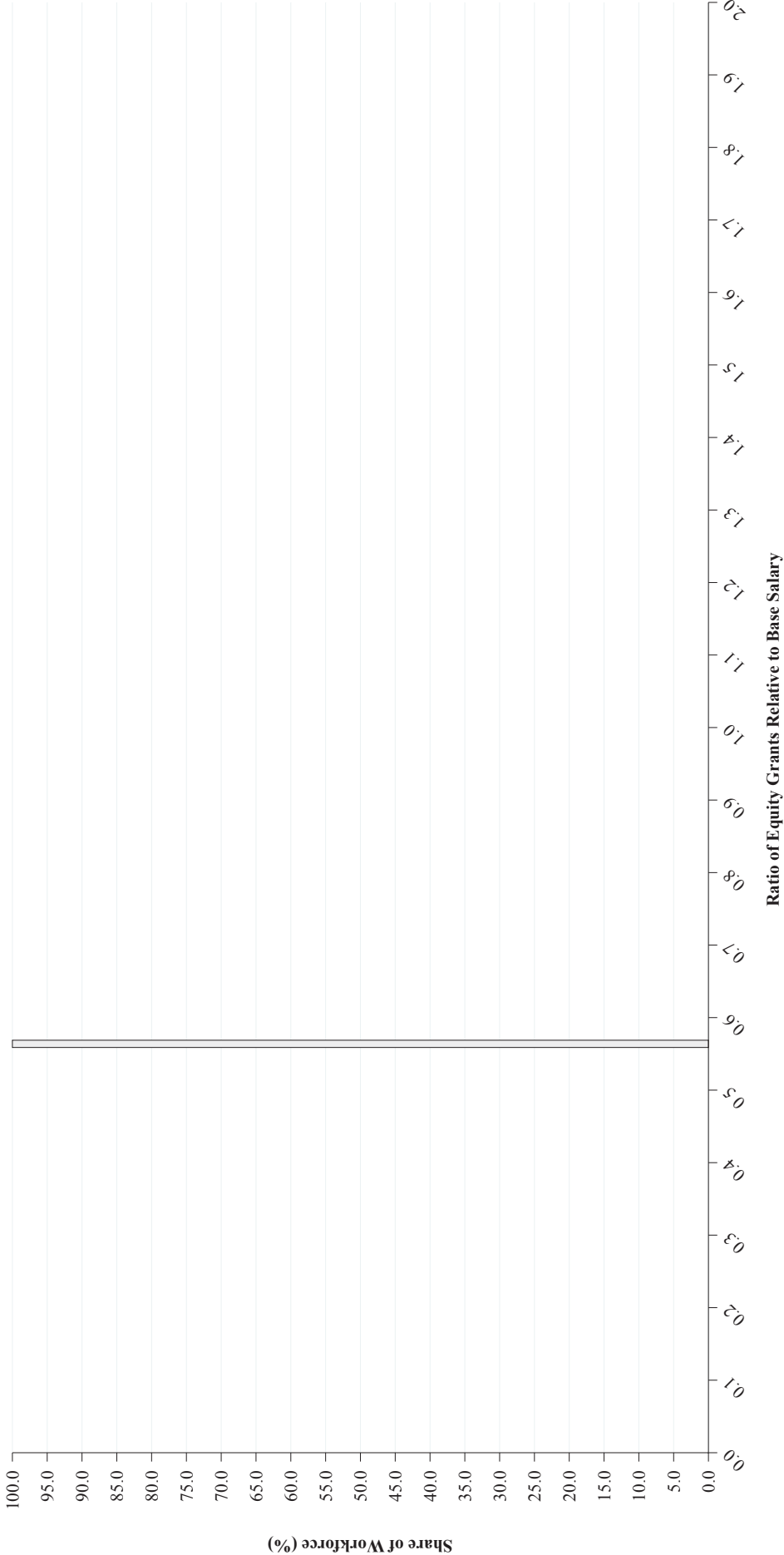
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 660 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 40 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

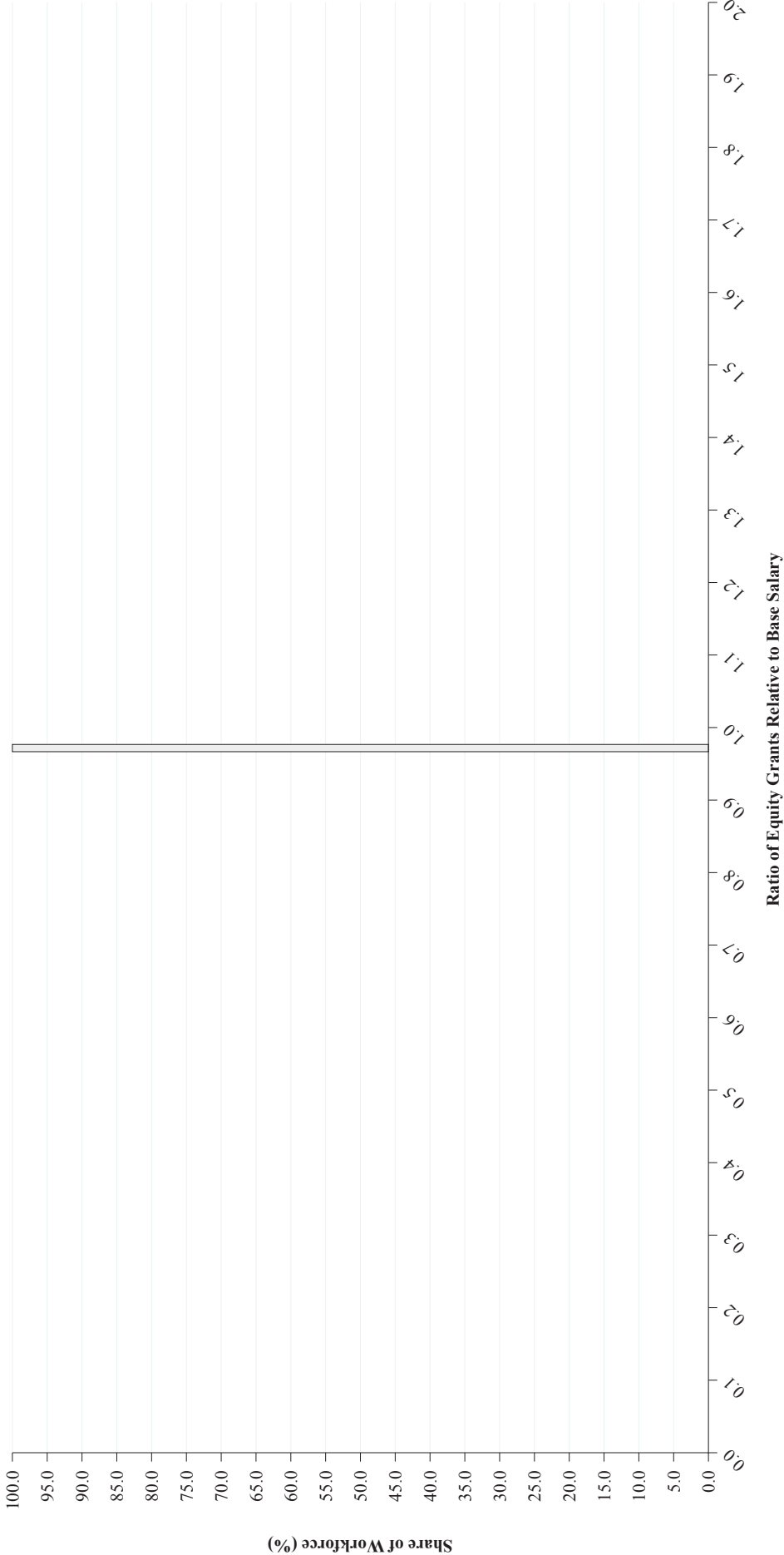
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Notes: Excludes a total of 745 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 1 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

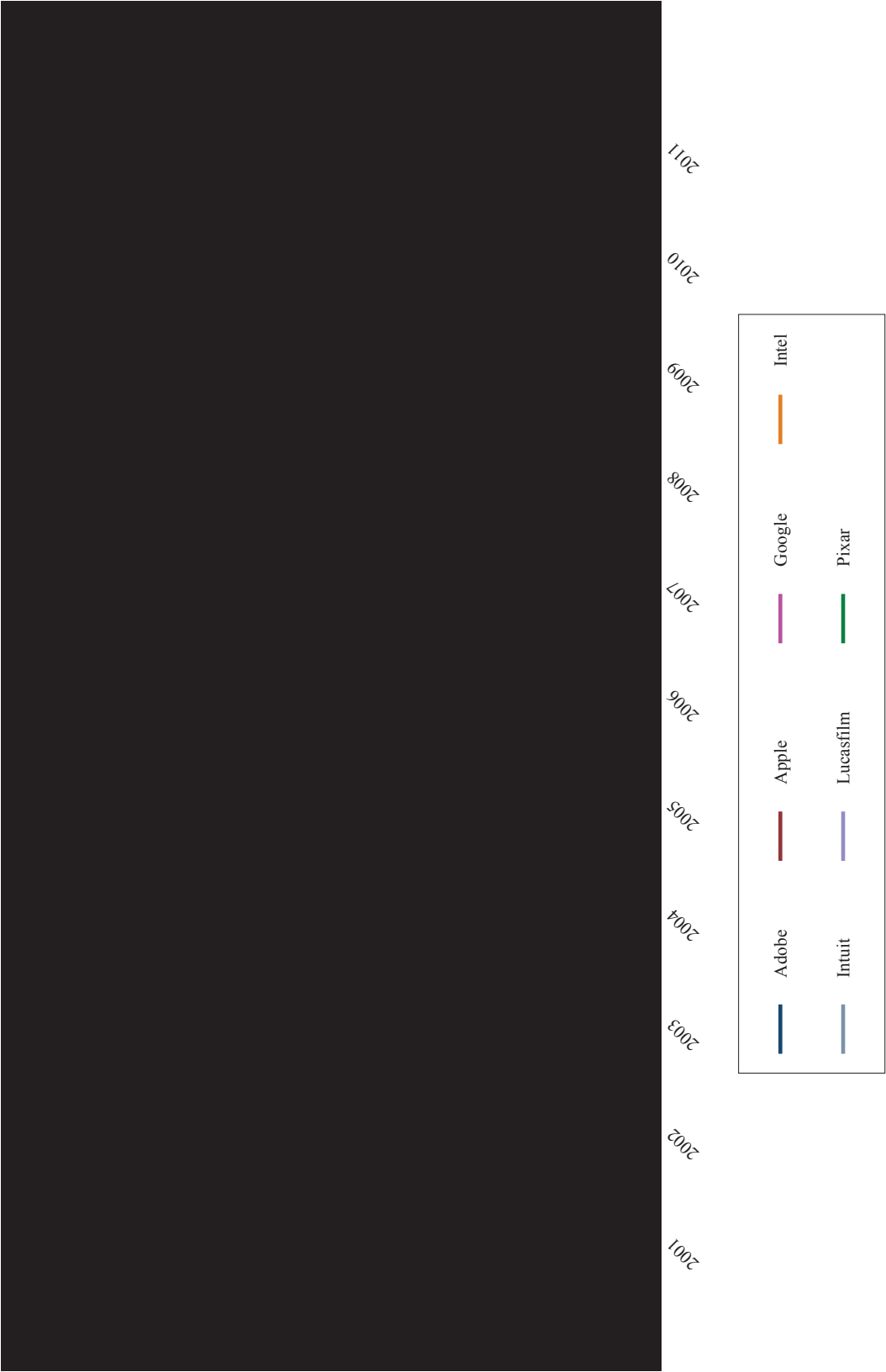
Appendix B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2011



Notes: Excludes a total of 764 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 2.
Includes 1 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

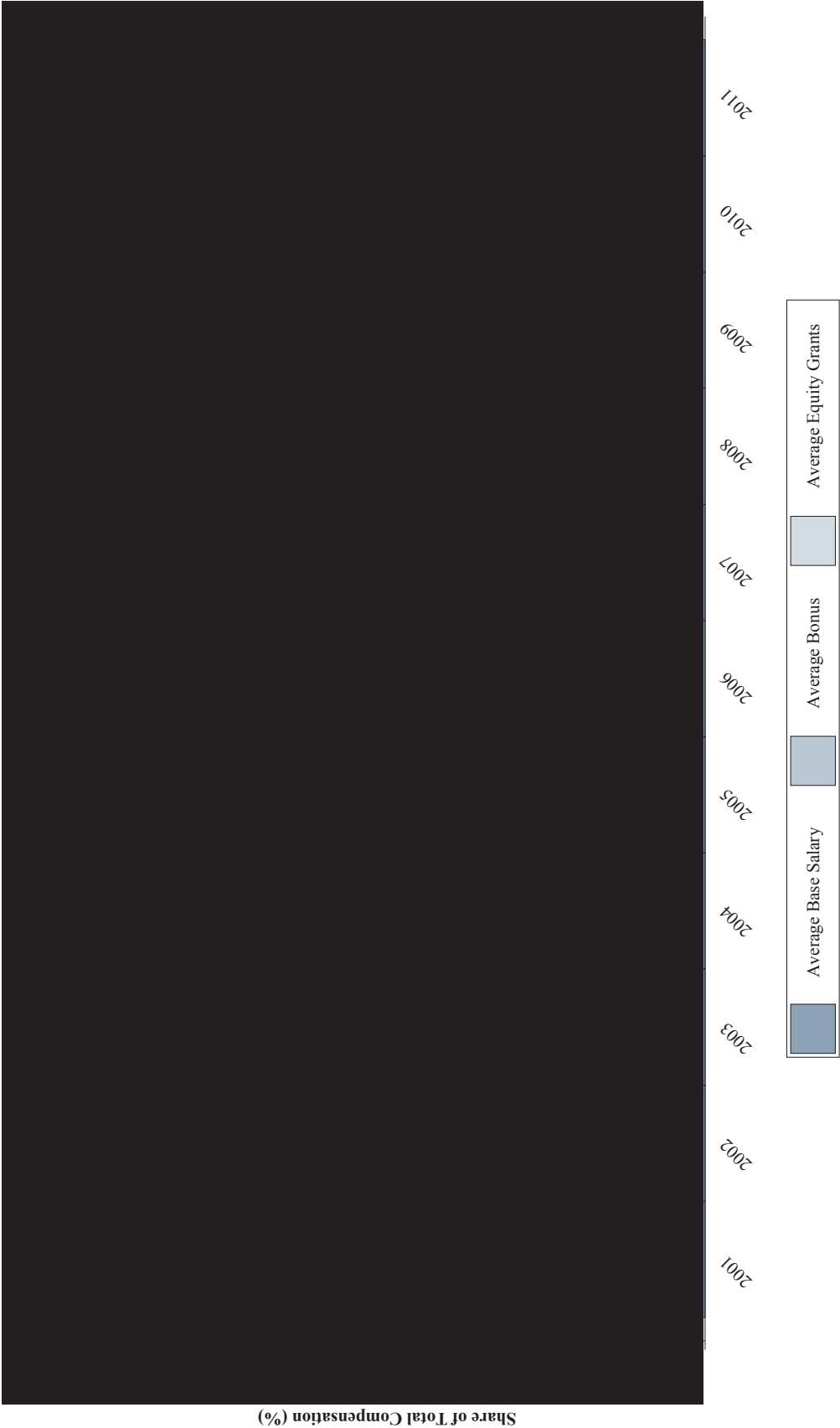
Appendix B4
Share of Workforce Which was Awarded Some Equity Grants
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

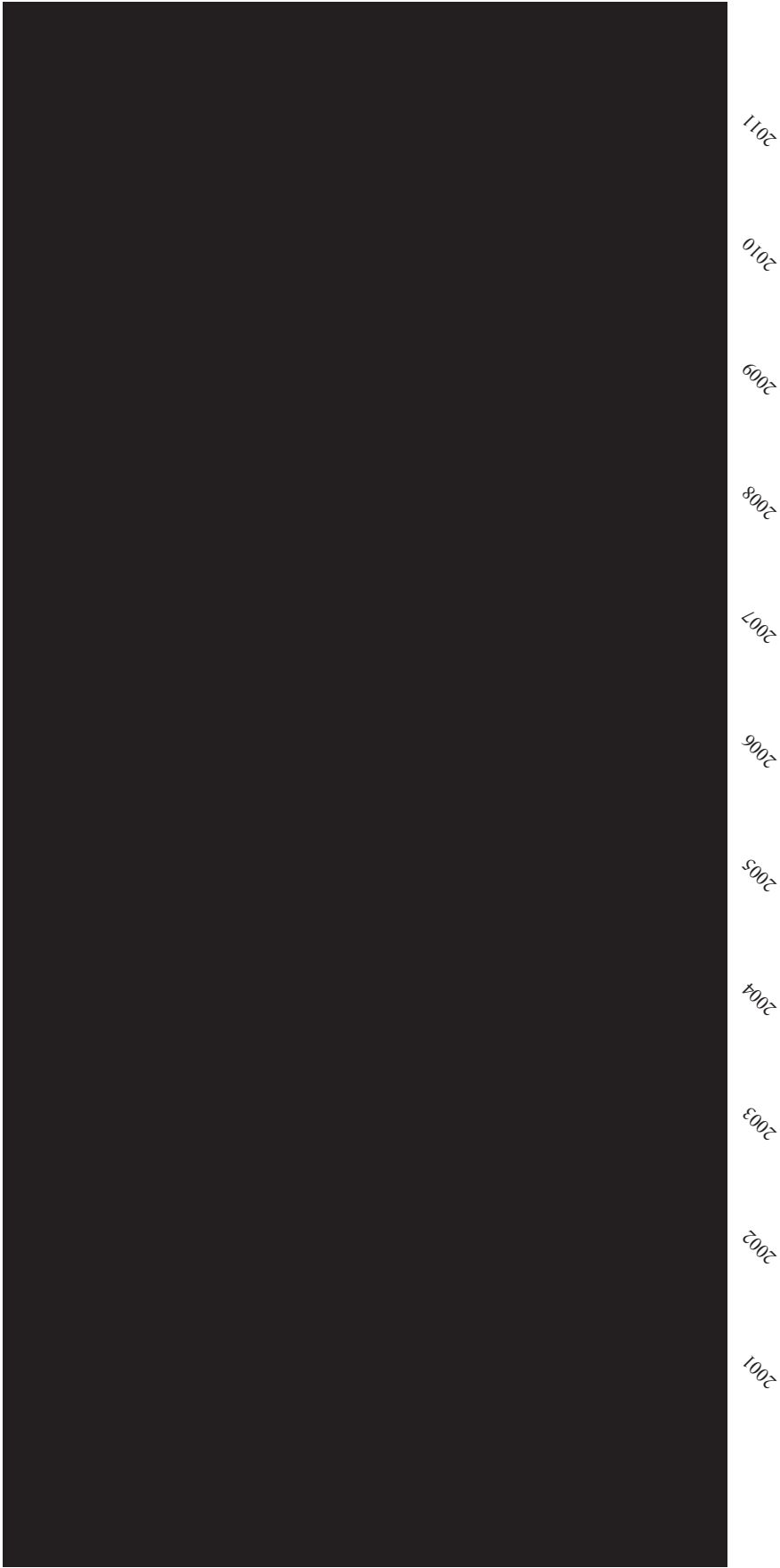
Appendix B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
235 employees with home country other than the U.S. in 2009 are dropped.
Source: Dr. Leamer's backup.

Highly Confidential

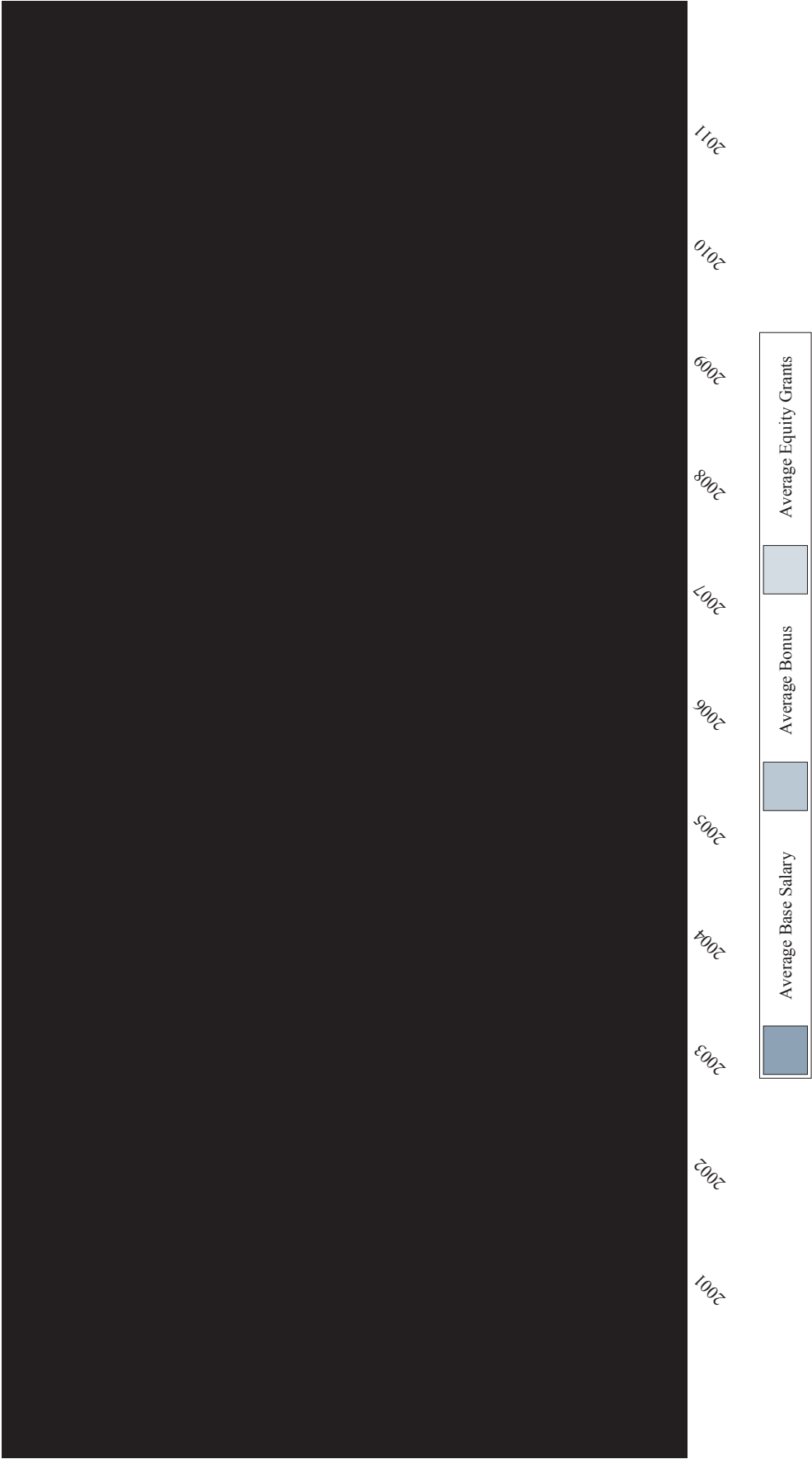
Appendix B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and L/TI compensation.
235 employees with home country other than the U.S. in 2009 are dropped.
Source: Dr. Leamer's backup.

Highly Confidential

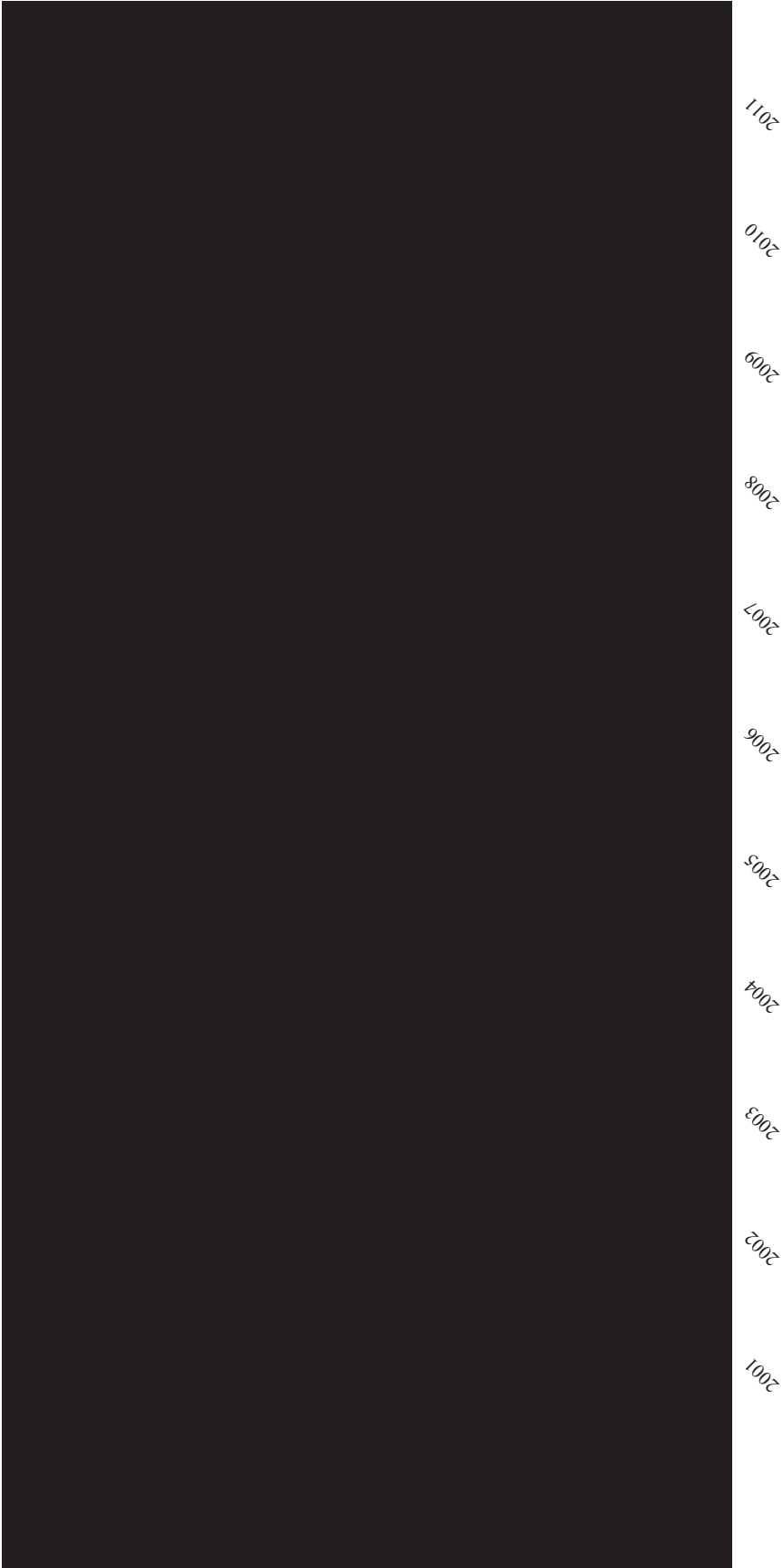
Appendix B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and L/TI compensation.
235 employees with home country other than the U.S. in 2009 are dropped.
Source: Dr. Leamer's backup.

Highly Confidential

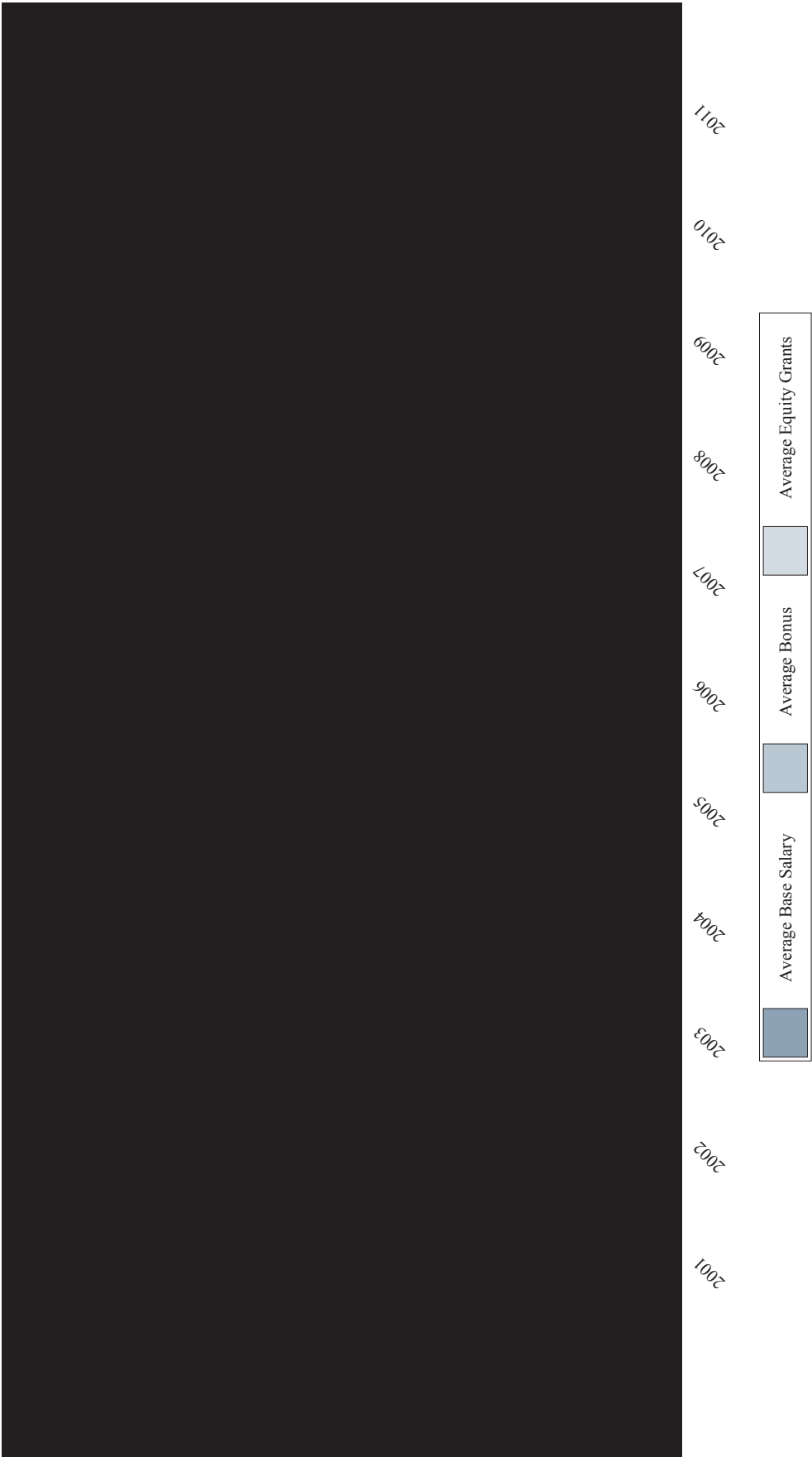
Appendix B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
235 employees with home country other than the U.S. in 2009 are dropped.
Source: Dr. Leamer's backup.

Highly Confidential

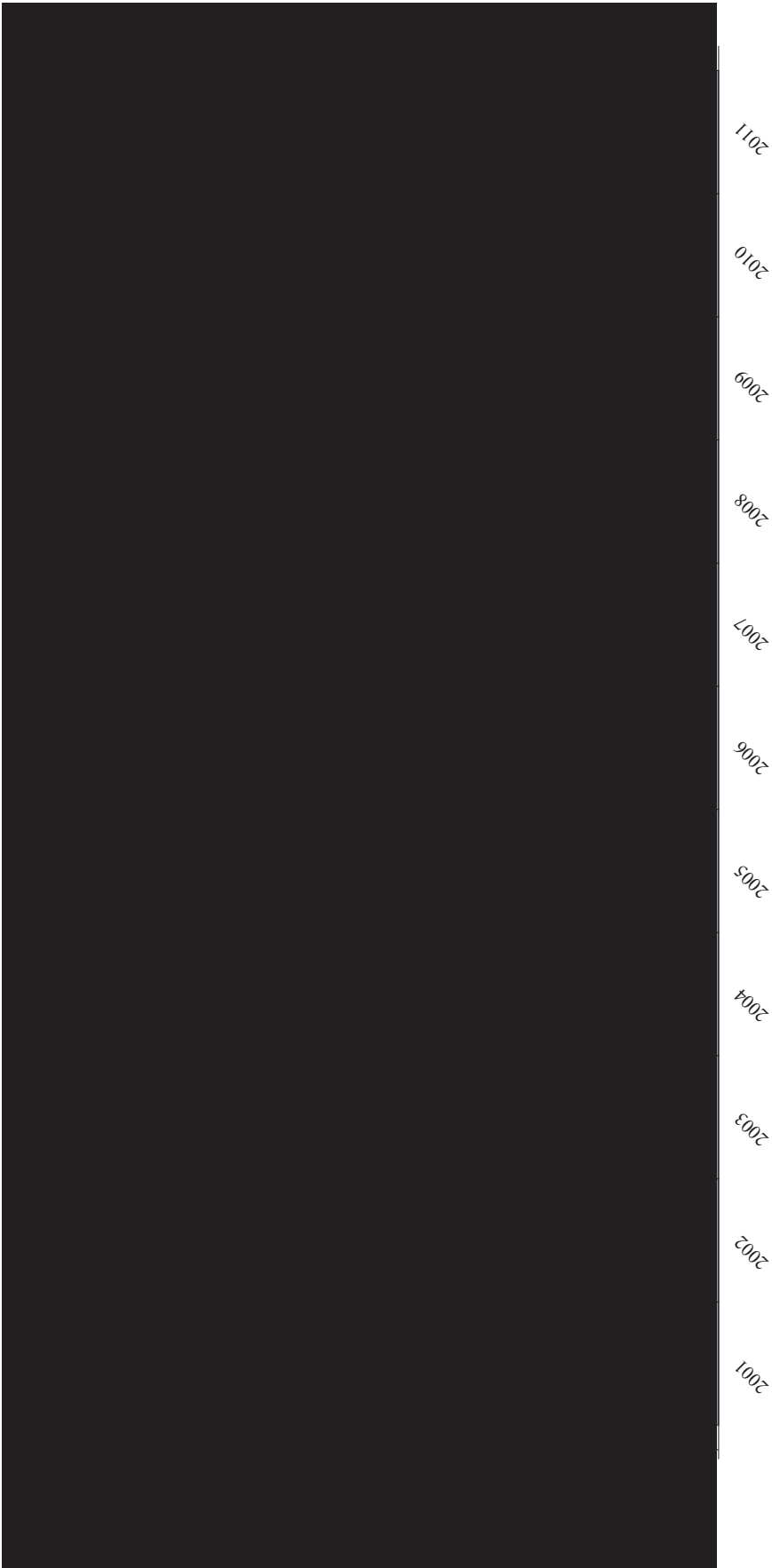
Appendix B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and L/TI compensation.
235 employees with home country other than the U.S. in 2009 are dropped.
Source: Dr. Leamer's backup.

Highly Confidential

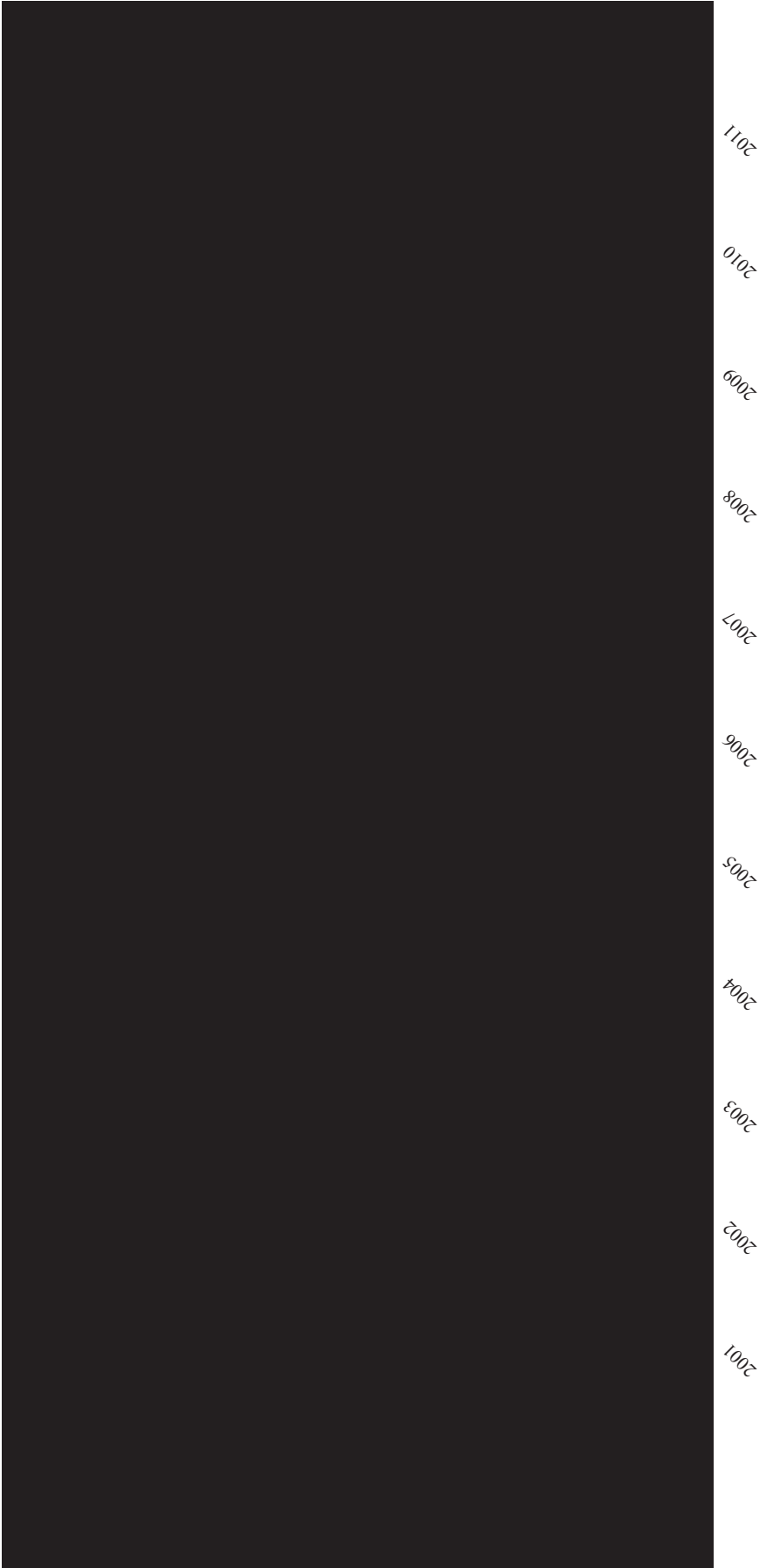
Appendix B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and L/TI compensation.
235 employees with home country other than the U.S. in 2009 are dropped.
Source: Dr. Leamer's backup.

Highly Confidential

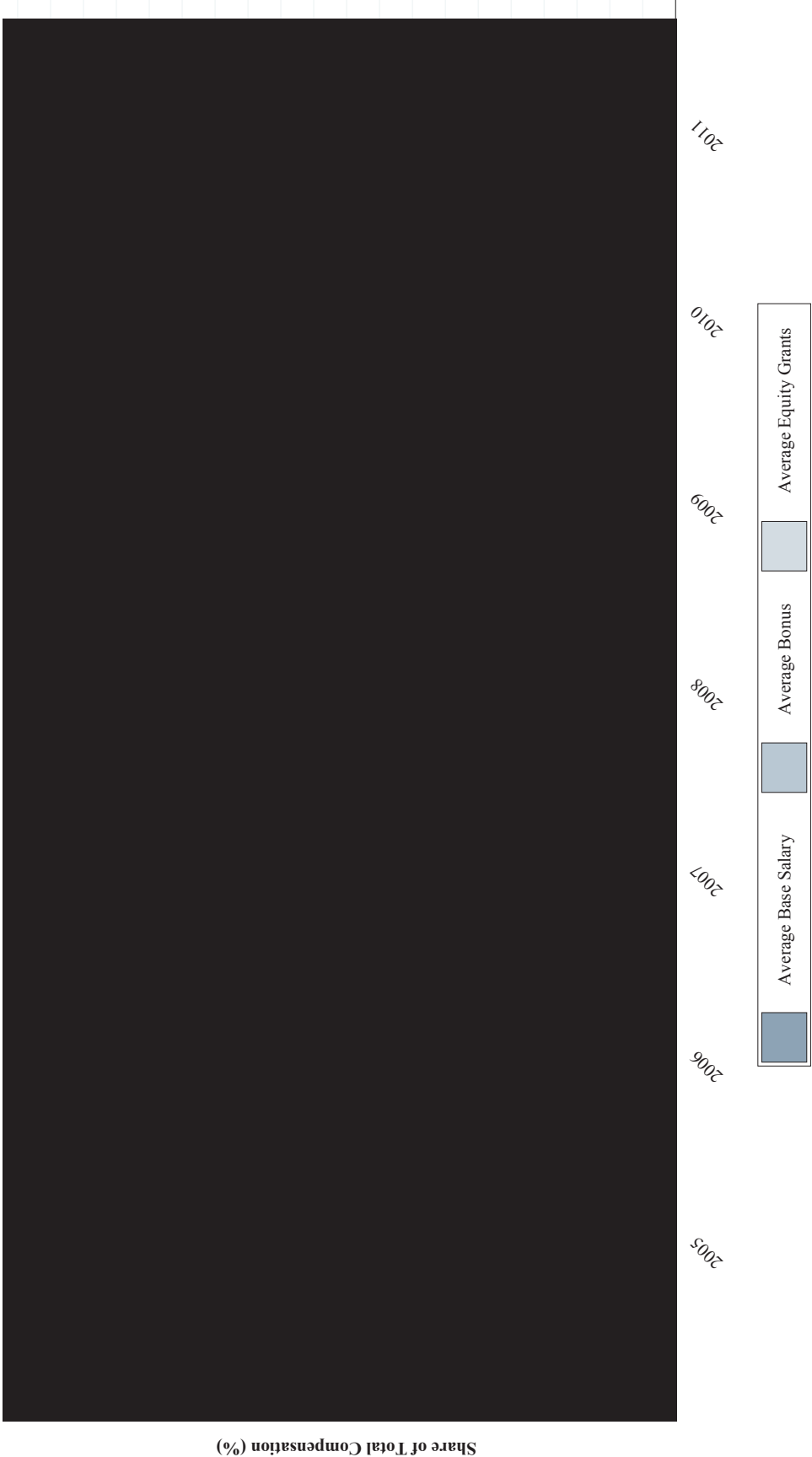
Appendix B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and L/TI compensation.
235 employees with home country other than the U.S. in 2009 are dropped.
Source: Dr. Leamer's backup.

Highly Confidential

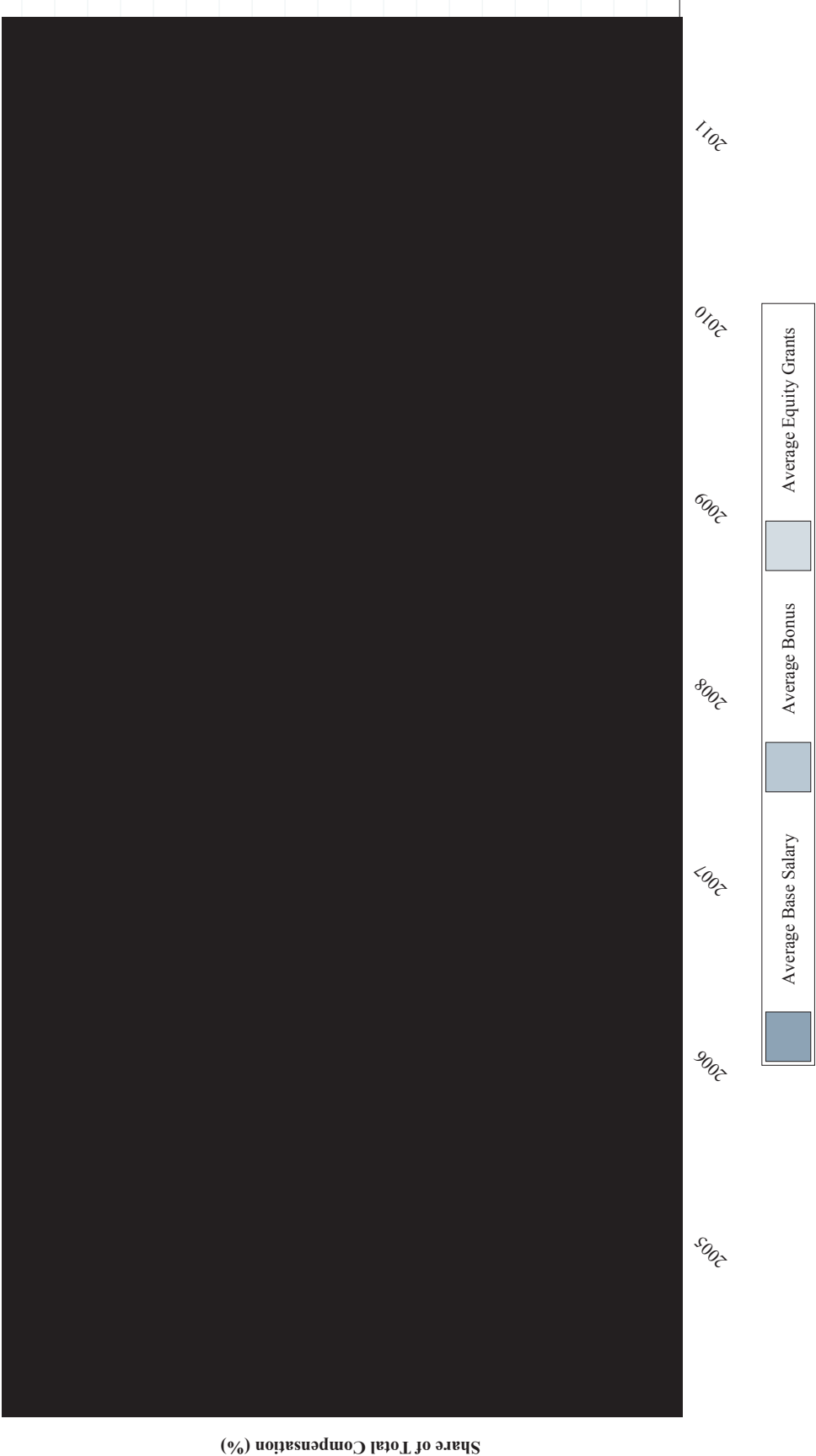
Appendix B6
Apple - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2005 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

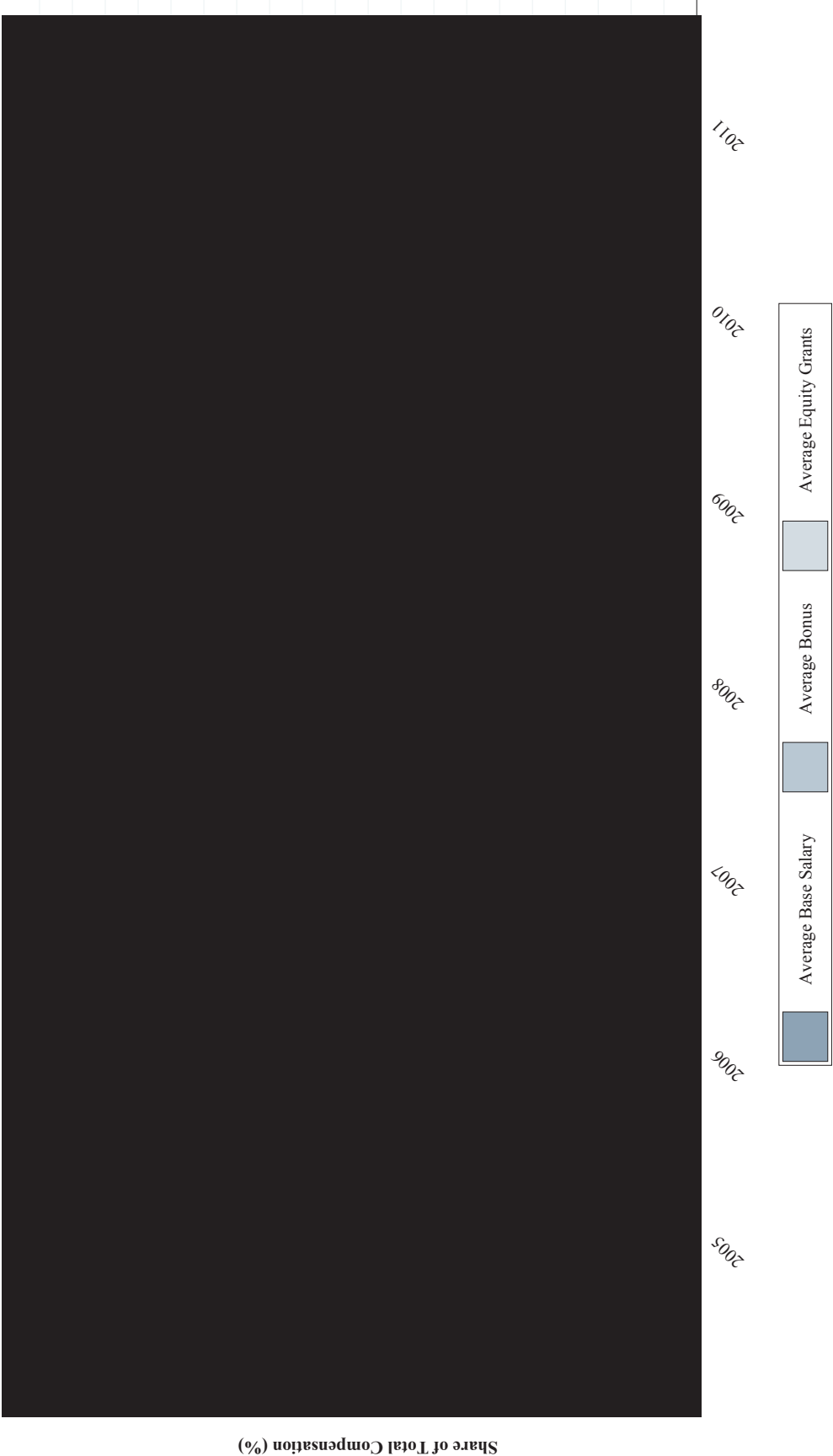
Appendix B6
Apple - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2005 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

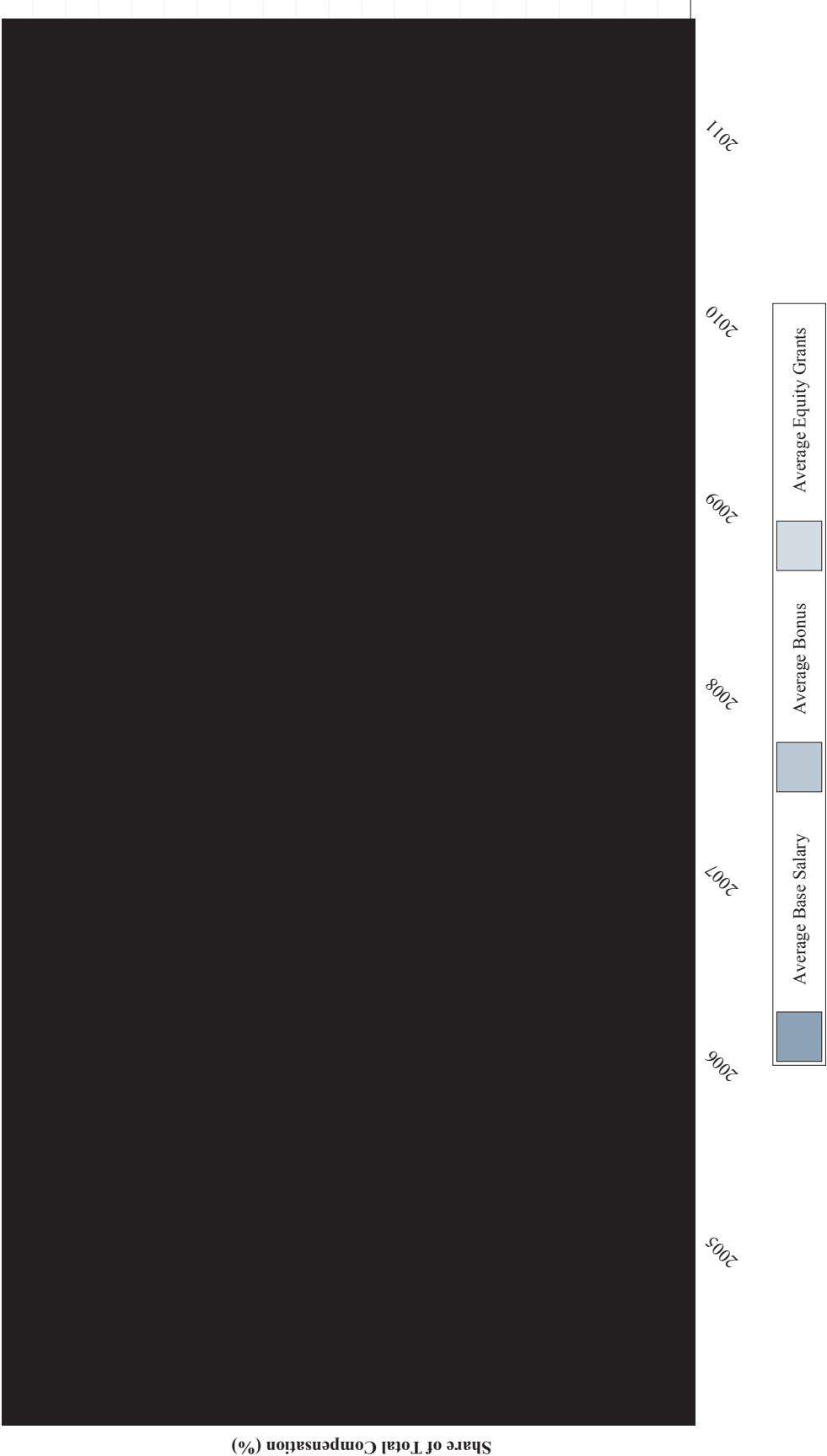
Appendix B6
Apple - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2005 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

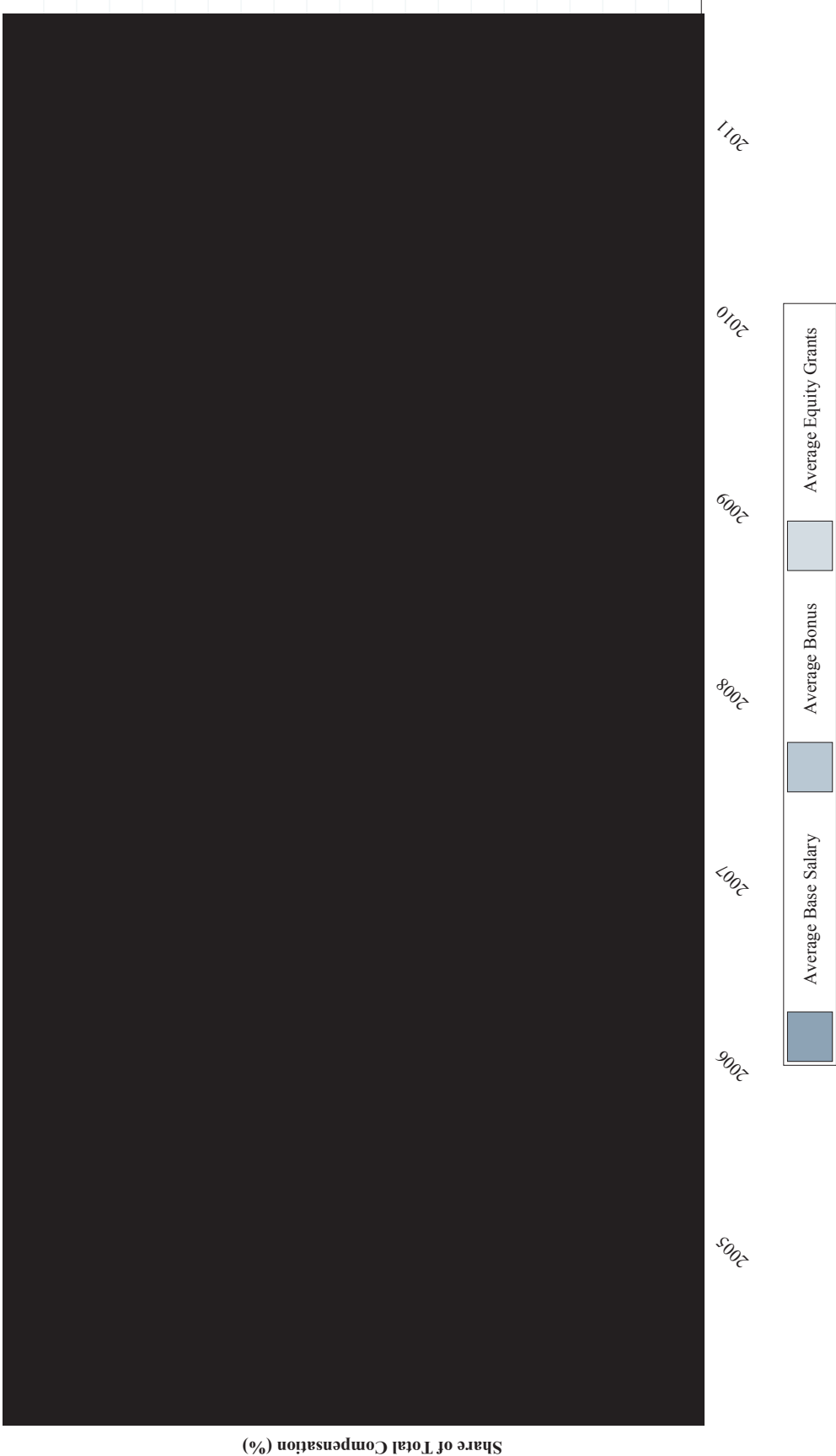
Appendix B6
Apple - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2005 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix B6
Apple - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2005 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Year	Performance Rating	Minimum	Median	Maximum	No. of Employees
------	--------------------	---------	--------	---------	------------------

Note: Key talent is defined as employees with total compensation greater than \$150,000 and more than 15% in equity grants.

Source: Dr. Leamer's backup.

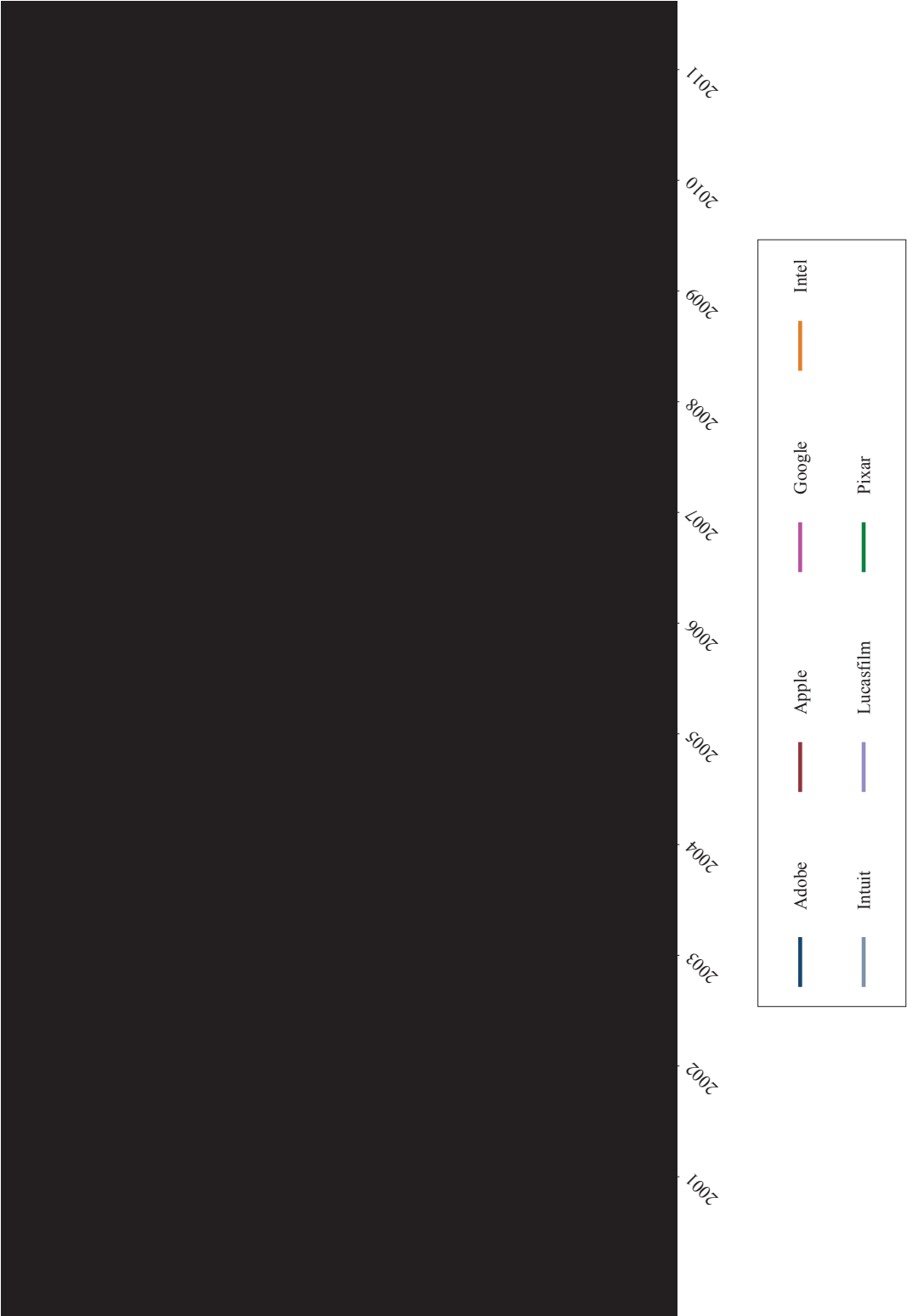
Year	Performance Rating	Equity Grants			No. of Employees
		Minimum	Median	Maximum	
2010	4.0	0.00	0.00	0.00	10
2011	4.0	0.00	0.00	0.00	10
2012	4.0	0.00	0.00	0.00	10
2013	4.0	0.00	0.00	0.00	10
2014	4.0	0.00	0.00	0.00	10
2015	4.0	0.00	0.00	0.00	10
2016	4.0	0.00	0.00	0.00	10
2017	4.0	0.00	0.00	0.00	10
2018	4.0	0.00	0.00	0.00	10
2019	4.0	0.00	0.00	0.00	10
2020	4.0	0.00	0.00	0.00	10
2021	4.0	0.00	0.00	0.00	10
2022	4.0	0.00	0.00	0.00	10
2023	4.0	0.00	0.00	0.00	10
2024	4.0	0.00	0.00	0.00	10
2025	4.0	0.00	0.00	0.00	10
2026	4.0	0.00	0.00	0.00	10
2027	4.0	0.00	0.00	0.00	10
2028	4.0	0.00	0.00	0.00	10
2029	4.0	0.00	0.00	0.00	10
2030	4.0	0.00	0.00	0.00	10

PERFORMANCE RATING	MINIMUM	MAXIMUM	NO. OF EMPLOYEES
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			
28			
29			
30			
31			
32			
33			
34			
35			
36			
37			
38			
39			
40			
41			
42			
43			
44			
45			
46			
47			
48			
49			
50			
51			
52			
53			
54			
55			
56			
57			
58			
59			
60			
61			
62			
63			
64			
65			
66			
67			
68			
69			
70			
71			
72			
73			
74			
75			
76			
77			
78			
79			
80			
81			
82			
83			
84			
85			
86			
87			
88			
89			
90			
91			
92			
93			
94			
95			
96			
97			
98			
99			
100			

Source: Dr. Leamer's backup.

Highly Confidential

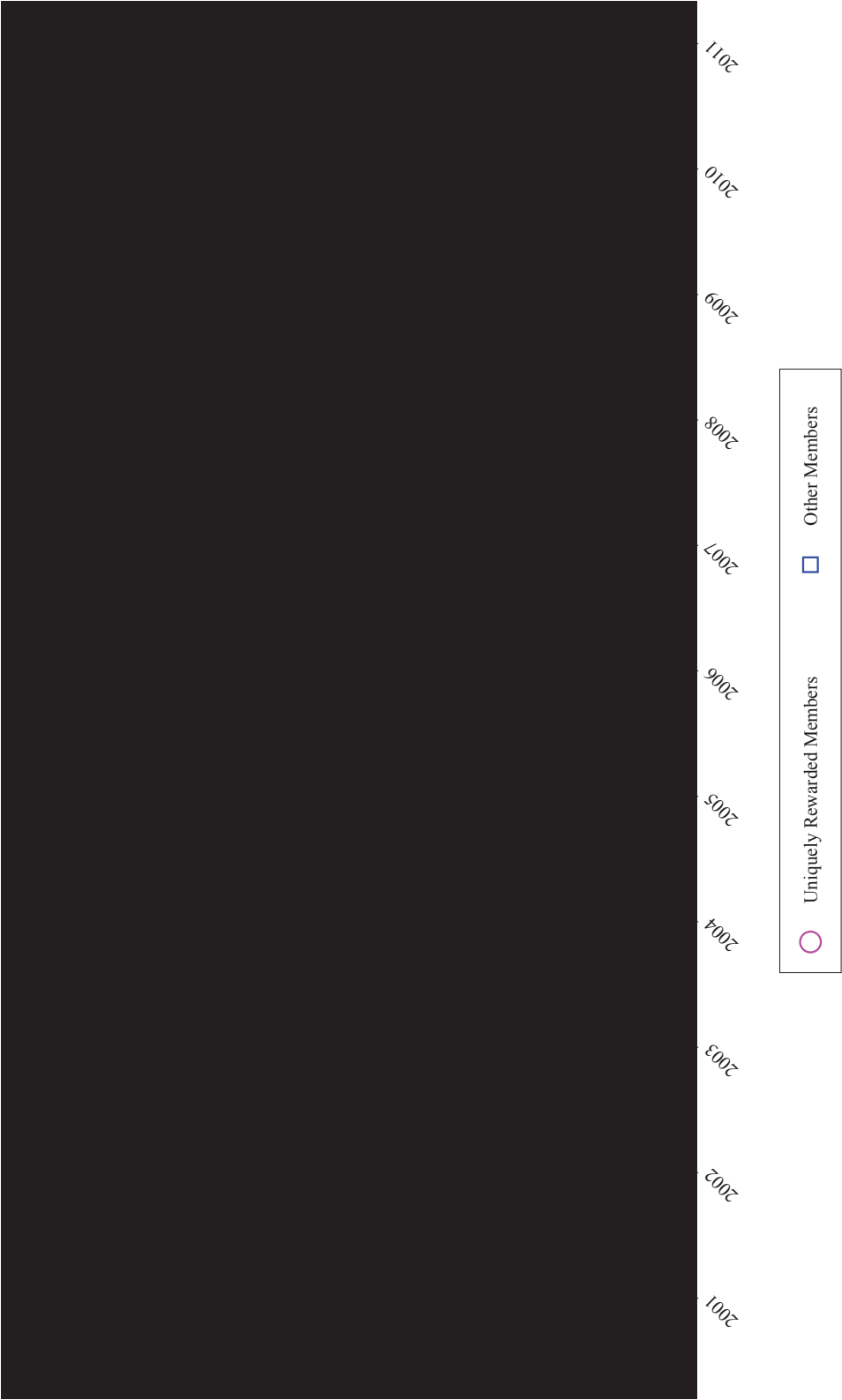
Appendix C1
Average Equity Grants by Defendant and Year
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup.

Highly Confidential

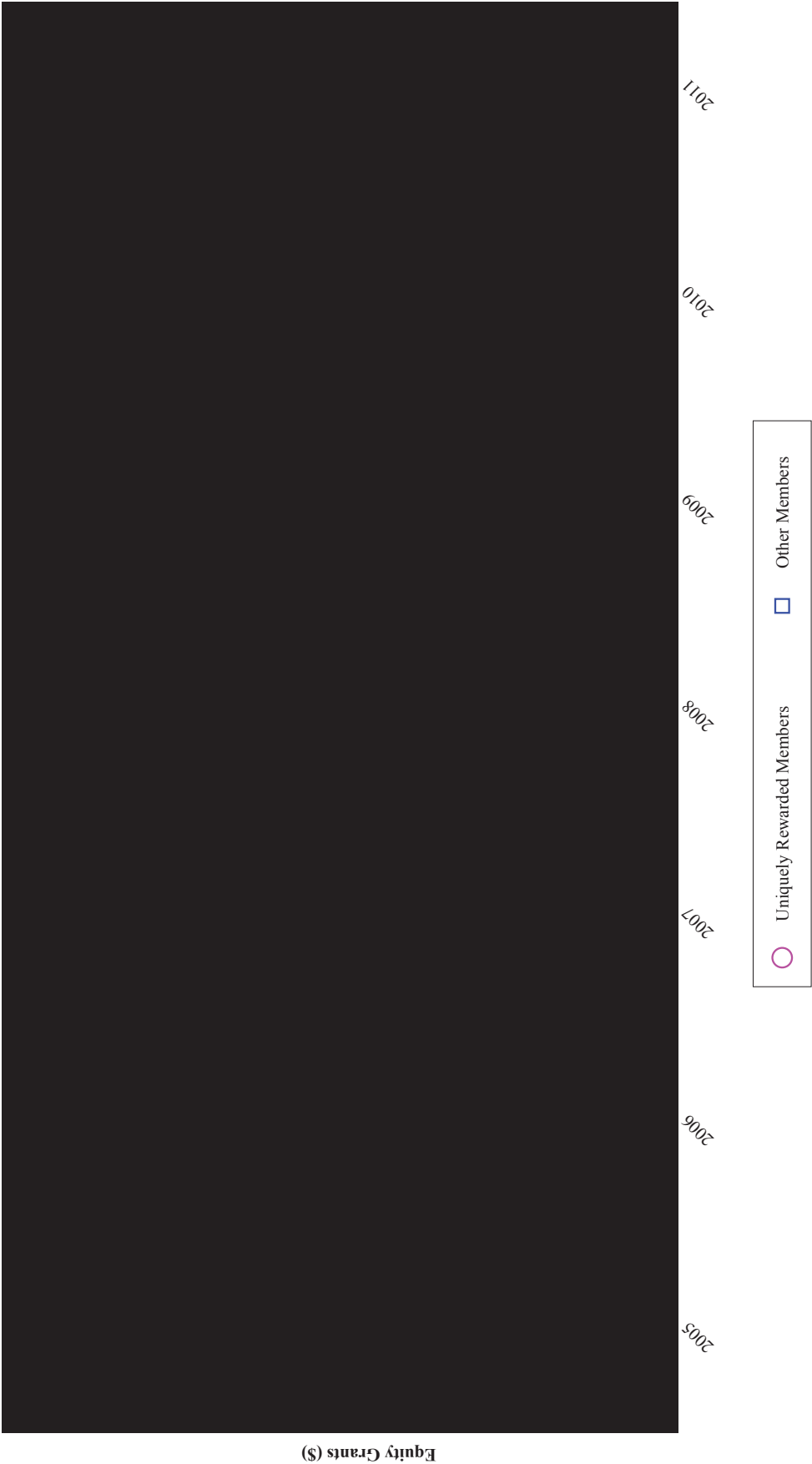
Appendix C2
Adobe - San Jose Location
ETG Core Technology Department
Job Title
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class



Notes: Uniquely rewarded members are defined as employees with total compensation greater than \$120,000 and more than 15% earned in equity grants.
Source: Dr. Leamer's backup.

Highly Confidential

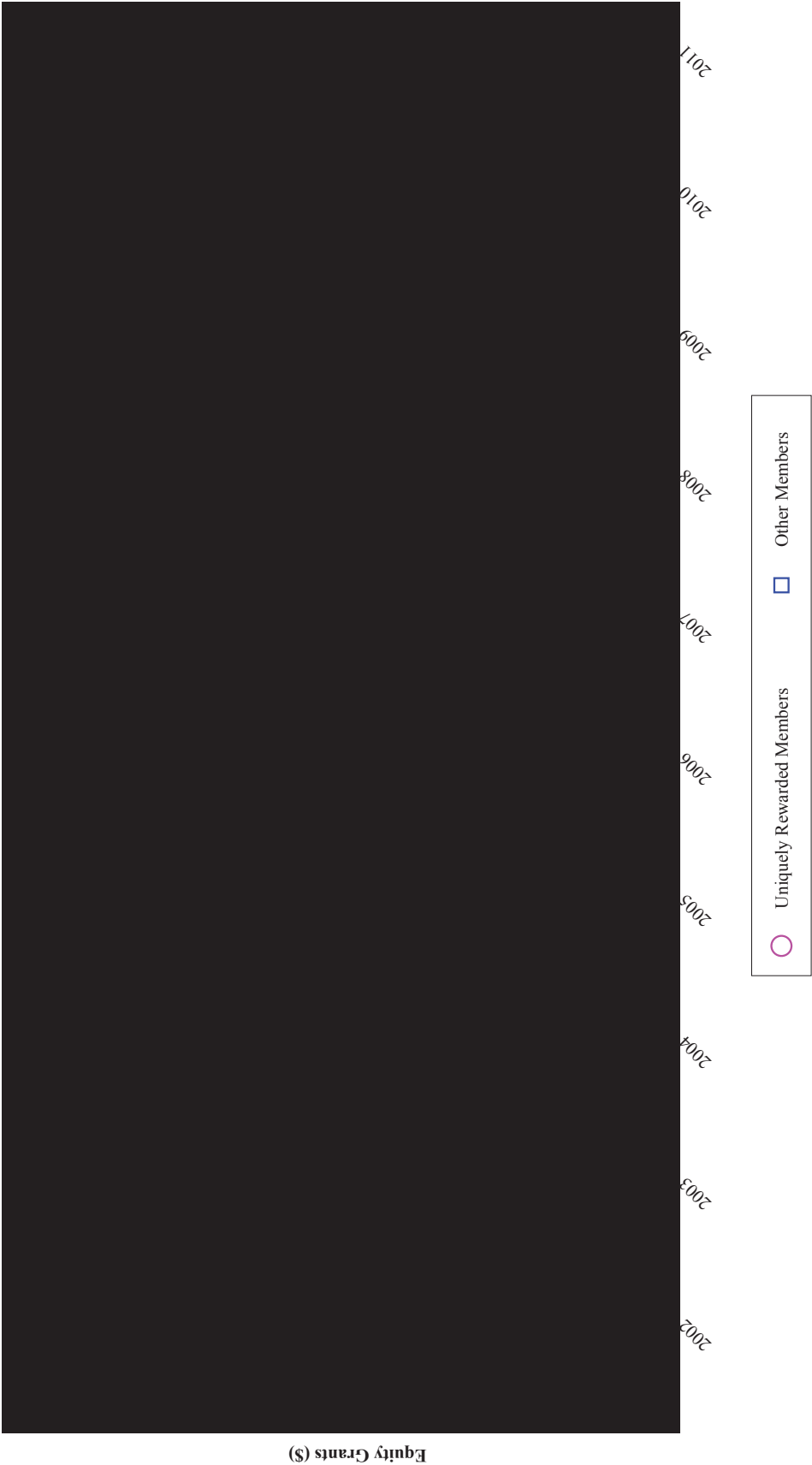
Appendix C2
Anne - Santa Clara Valley Location
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2005-2011



Notes: Uniquely rewarded members are defined as employees in ICT grade level with total compensation greater than \$200,000 and more than 40% earned in equity grants.
Source: Dr. Leamer's backup.

Highly Confidential

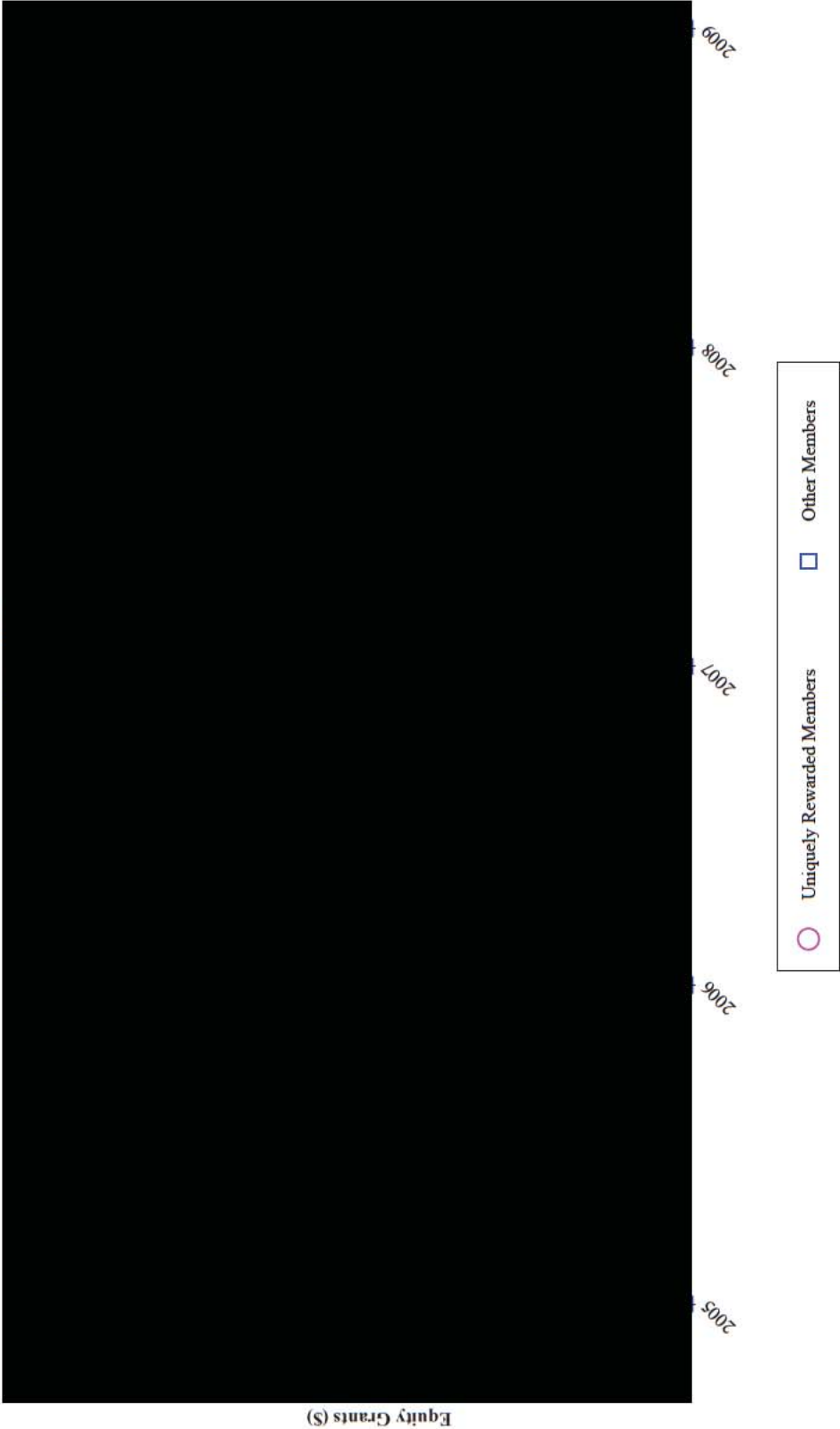
Appendix C2
Google - Mountain View Location
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2002-2011



Notes: Uniquely rewarded members are defined as employees with total compensation greater than \$200,000 and more than 60% earned in equity grants.
Source: Dr. Leamer's backup.

Highly Confidential

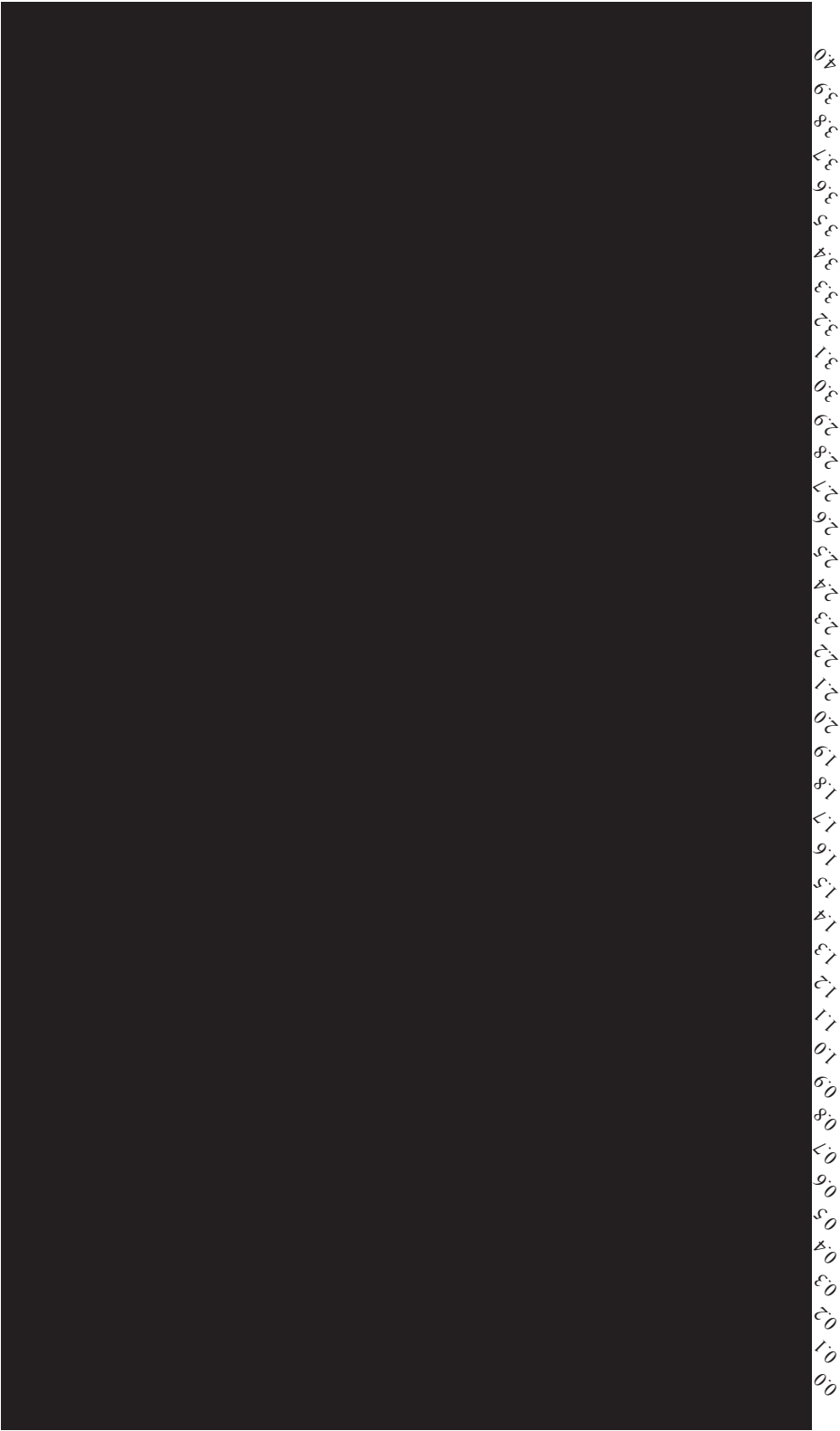
Appendix C2
Intel - Santa Clara Location
[REDACTED] 8
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2005-2011



Notes: Uniquely rewarded members are defined as employees with total compensation greater than \$150,000 and more than 15% earned in equity grants.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2002

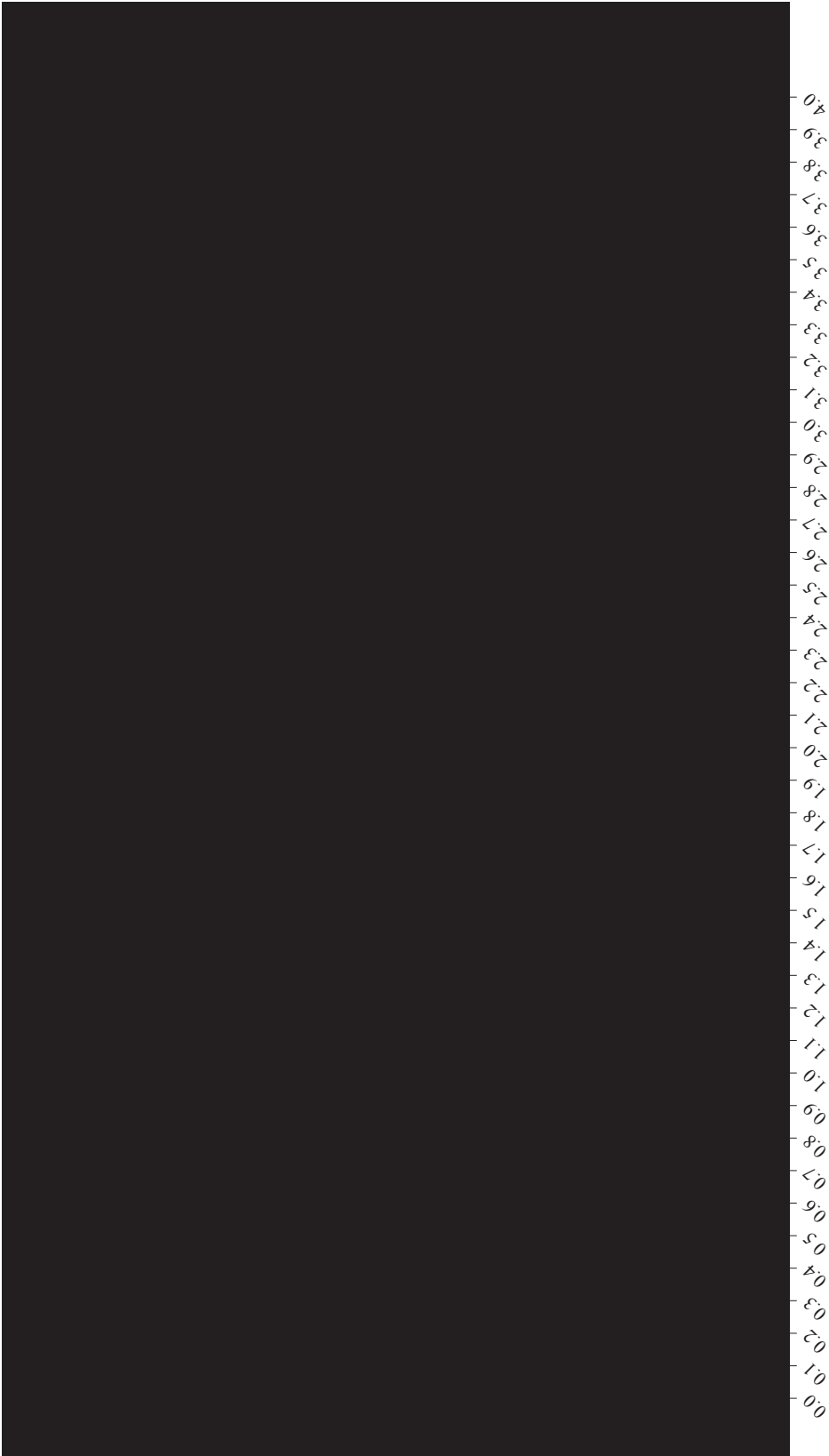


Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 3 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 0 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

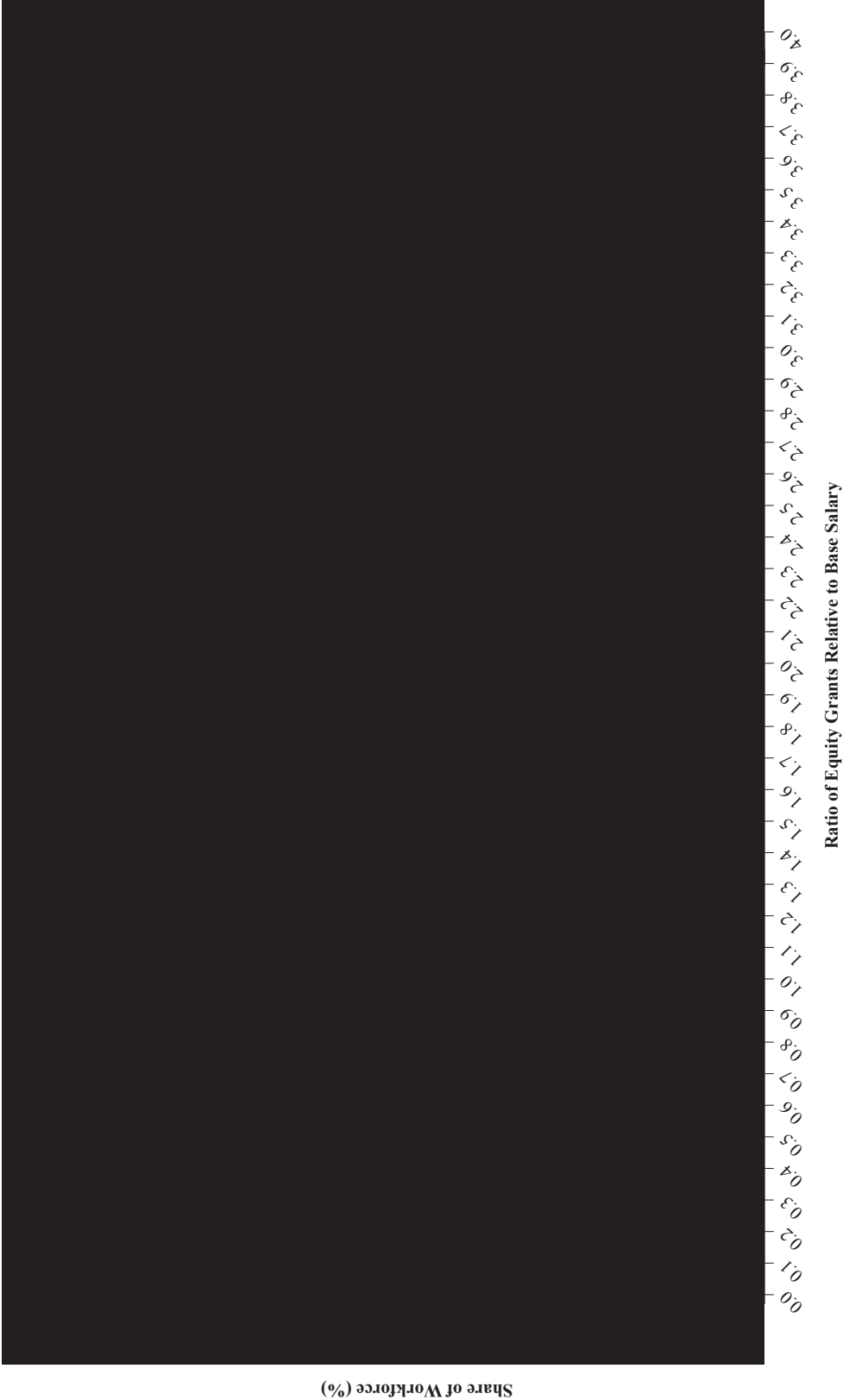
Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2003



Notes: Excludes a total of 7 employee(s) with no equity grants.
Excludes a total of 5 employee(s) with a ratio greater than 4.
Includes 10 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

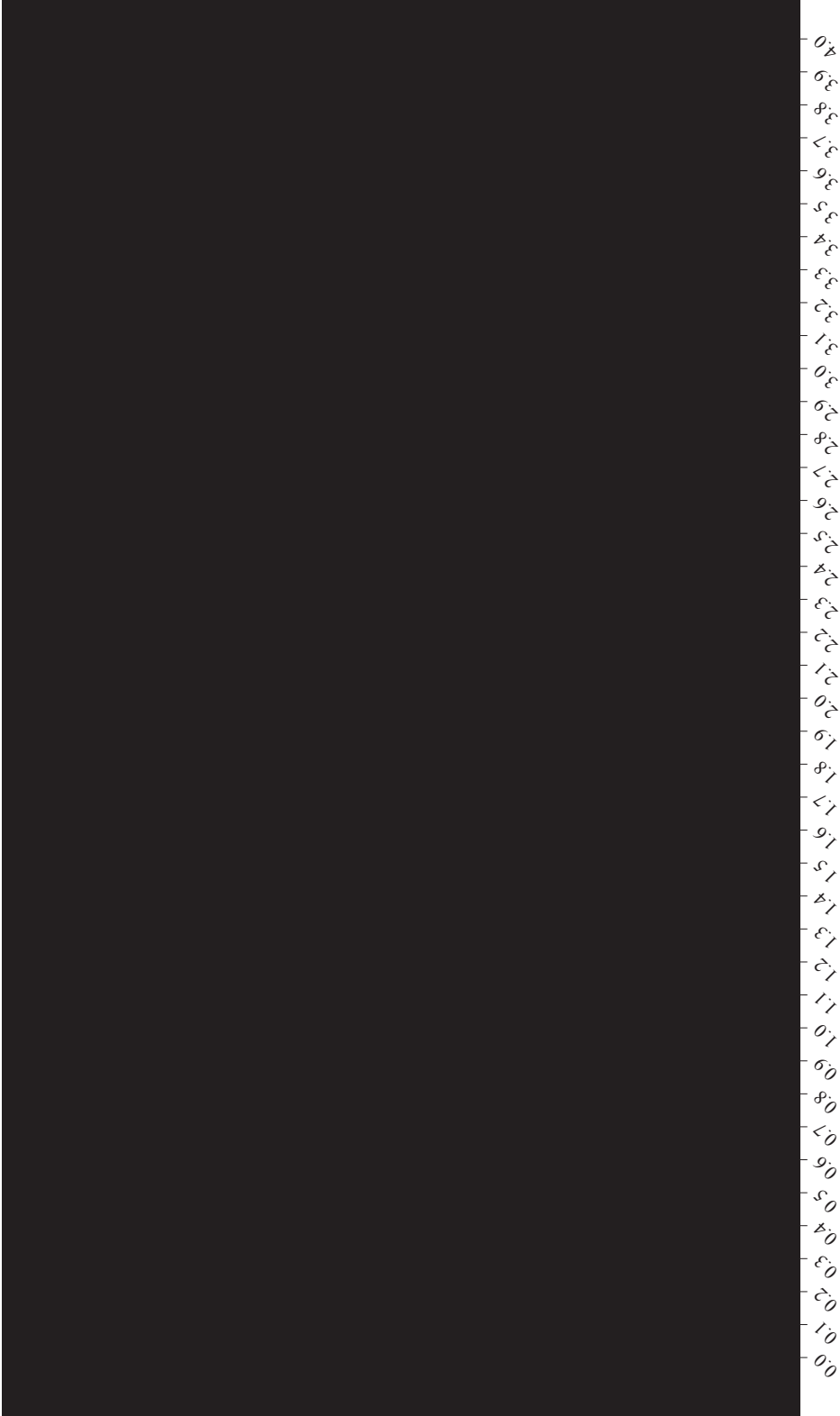
Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2004



Notes: Excludes a total of 25 employee(s) with no equity grants.
Excludes a total of 2 employee(s) with a ratio greater than 4.
Includes 1 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

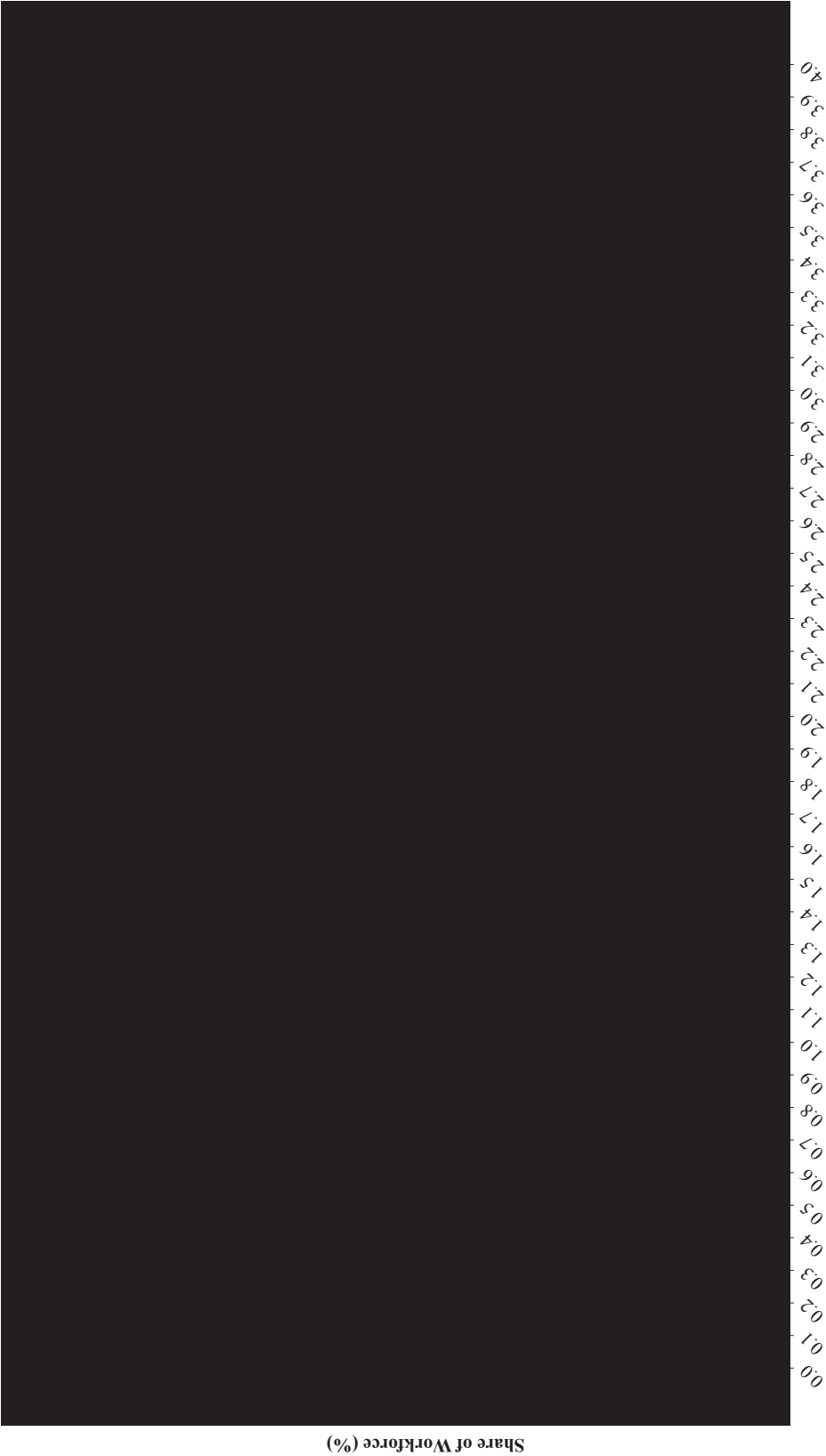
Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Notes: Excludes a total of 38 employee(s) with no equity grants.
Excludes a total of 7 employee(s) with a ratio greater than 4.
Includes 29 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

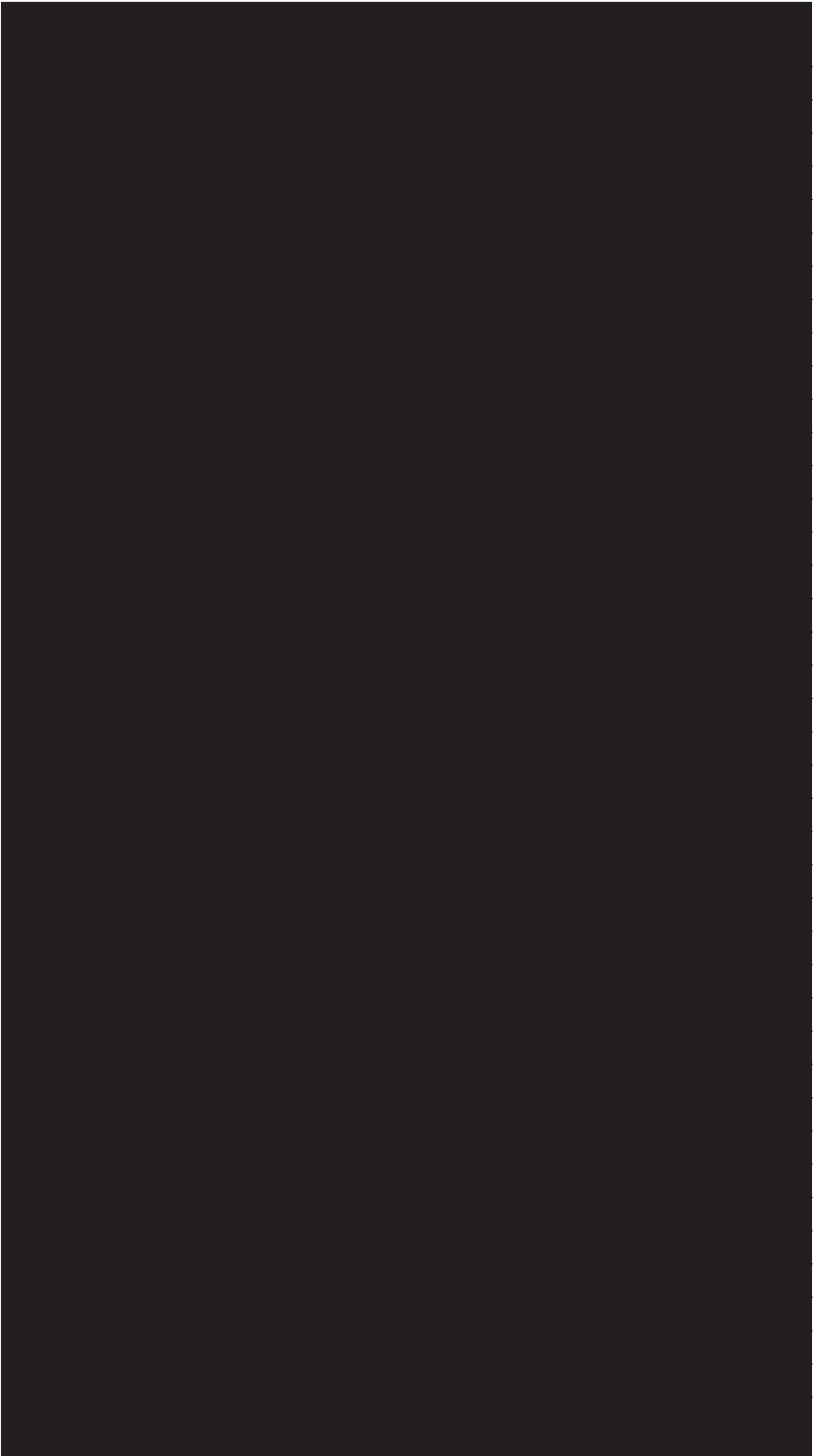
Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2006



Notes: Excludes a total of 14 employee(s) with no equity grants.
Excludes a total of 2 employee(s) with a ratio greater than 4.
Includes 91 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Share of Workforce (%)

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 4 employee(s) with no equity grants.
Excludes a total of 34 employee(s) with a ratio greater than 4.
Includes 156 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

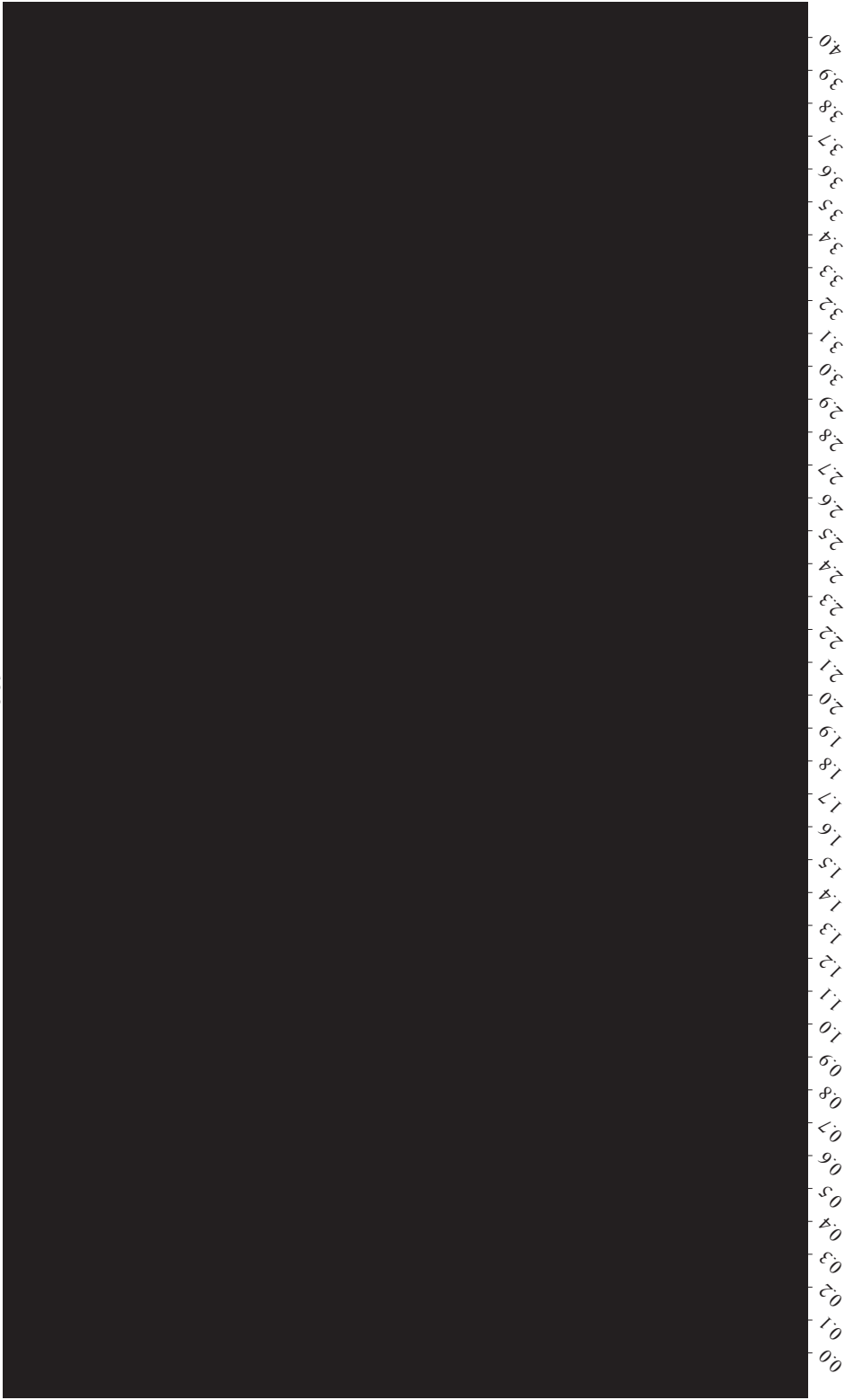
Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Notes: Excludes a total of 29 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 222 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Share of Workforce (%)

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 2 employee(s) with no equity grants.
Excludes a total of 101 employee(s) with a ratio greater than 4.
Includes 240 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Share of Workforce (%)

0.0 1.0 2.0 3.0 4.0 5.0 6.0 7.0 8.0 9.0 10.0 11.0 12.0 13.0 14.0 15.0 16.0 17.0 18.0 19.0 20.0 21.0 22.0 23.0 24.0 25.0 26.0 27.0 28.0 29.0 30.0 31.0 32.0 33.0 34.0 35.0 36.0 37.0 38.0 39.0 40.0 41.0 42.0 43.0 44.0 45.0 46.0 47.0 48.0 49.0 50.0 51.0 52.0 53.0 54.0 55.0 56.0 57.0 58.0 59.0 60.0 61.0 62.0 63.0 64.0 65.0 66.0 67.0 68.0 69.0 70.0 71.0 72.0 73.0 74.0 75.0 76.0 77.0 78.0 79.0 80.0 81.0 82.0 83.0 84.0 85.0 86.0 87.0 88.0 89.0 90.0 91.0 92.0 93.0 94.0 95.0 96.0 97.0 98.0 99.0 100.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 20 employee(s) with no equity grants.
Excludes a total of 63 employee(s) with a ratio greater than 4.
Includes 353 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

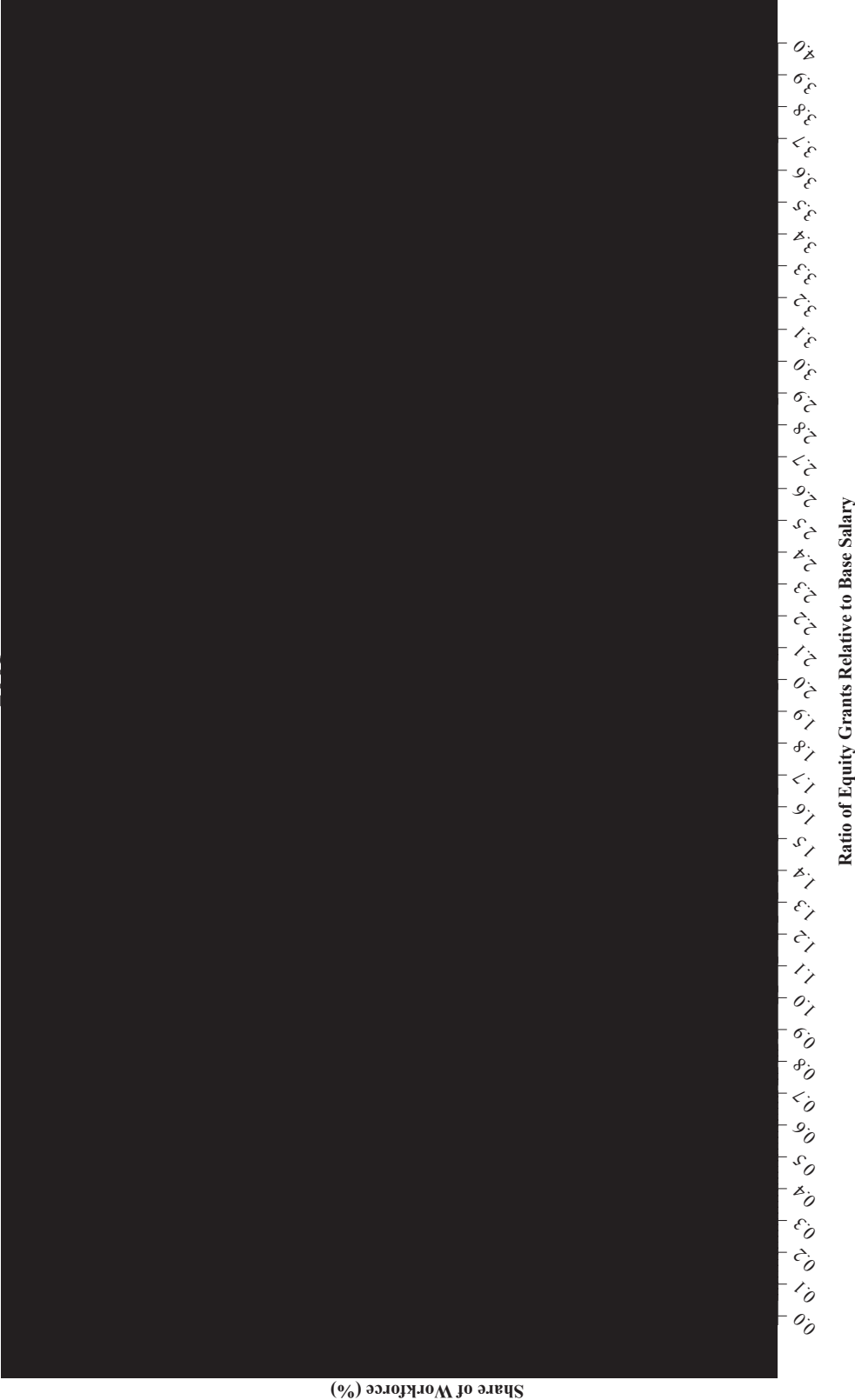
Appendix C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2011



Notes: Excludes a total of 27 employee(s) with no equity grants.
Excludes a total of 13 employee(s) with a ratio greater than 4.
Includes 528 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Notes: Excludes a total of 1,198 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 805 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



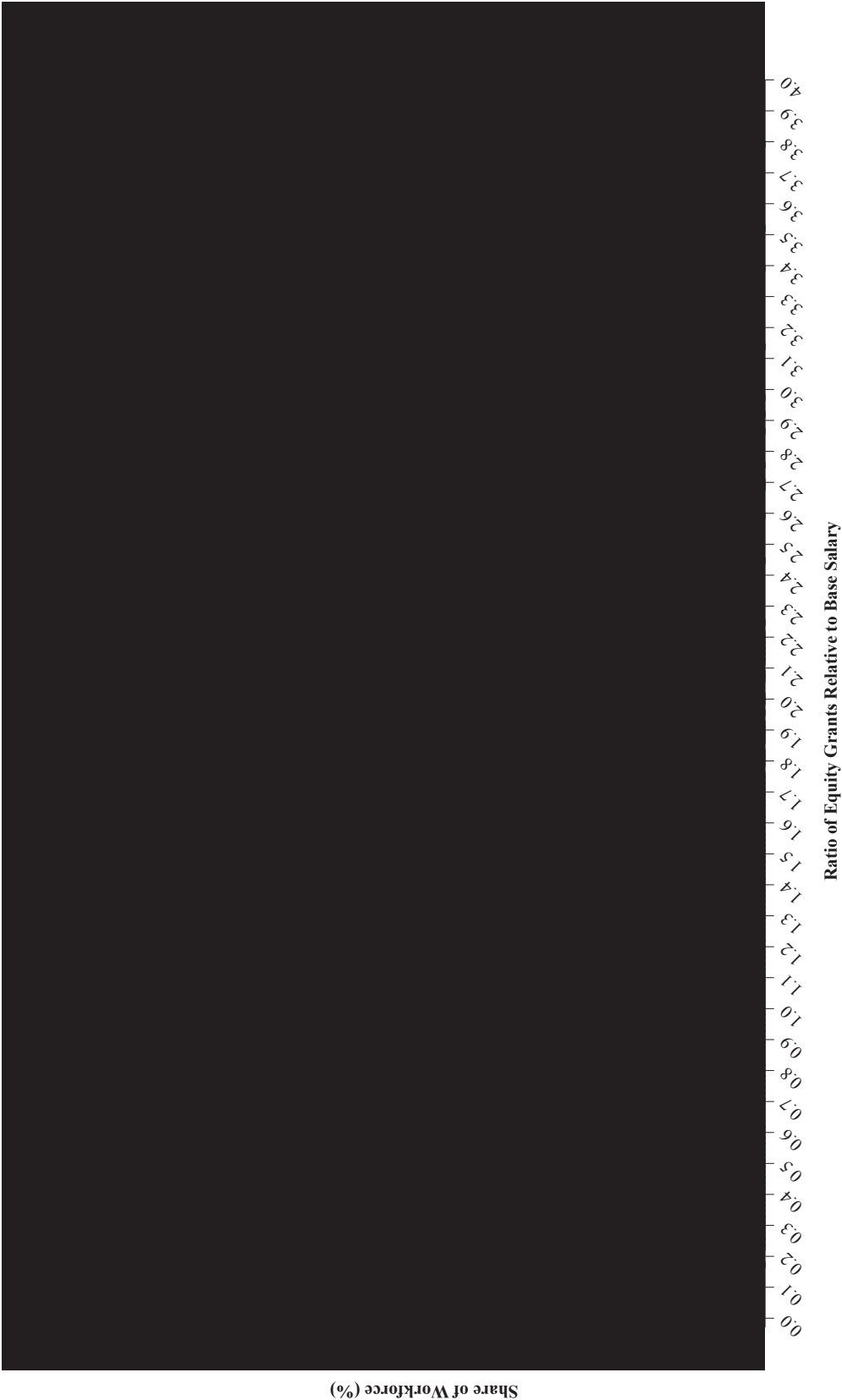
Share of Workforce (%)

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 1,383 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 953 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

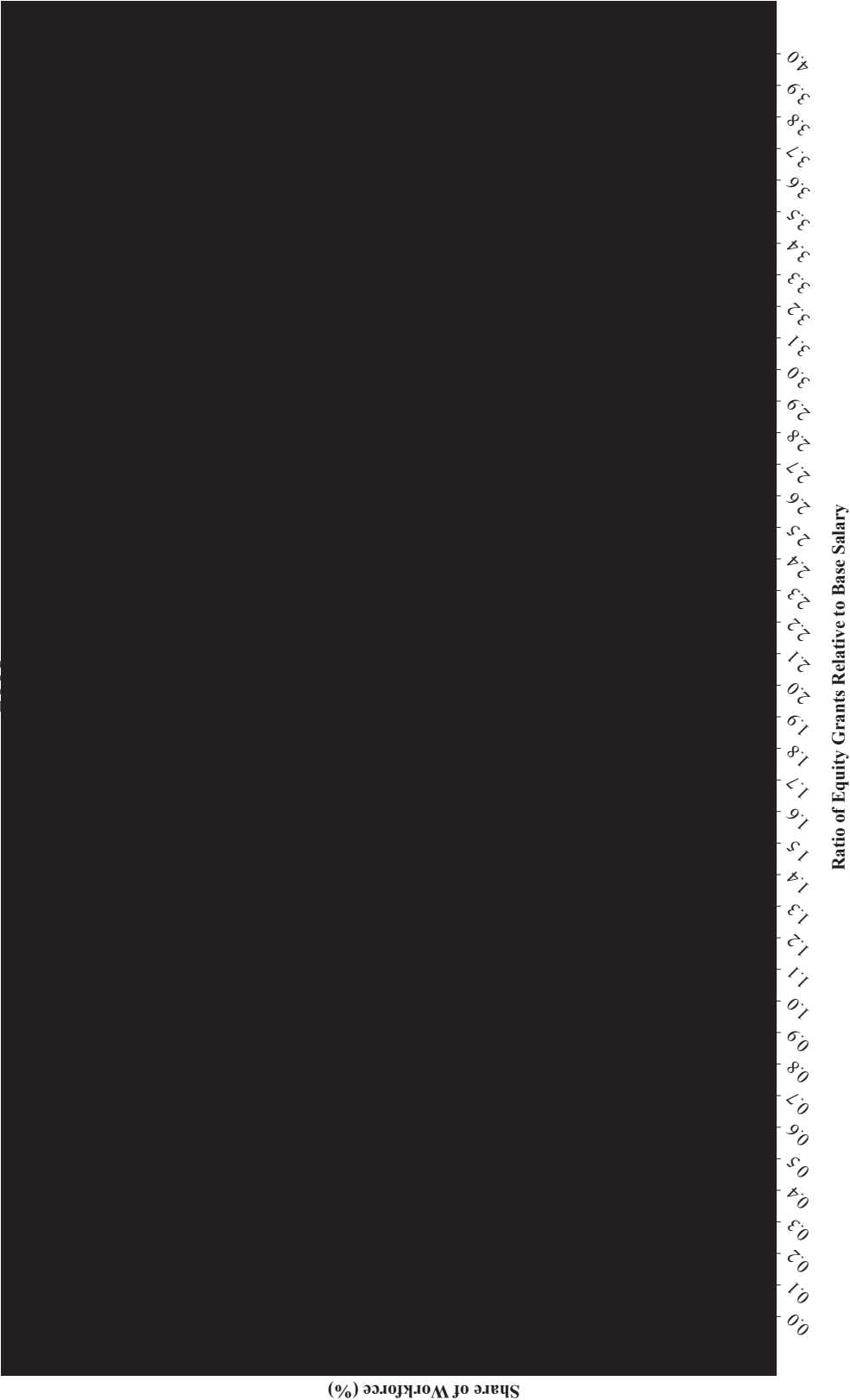
Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Notes: Excludes a total of 1,271 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 1,473 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

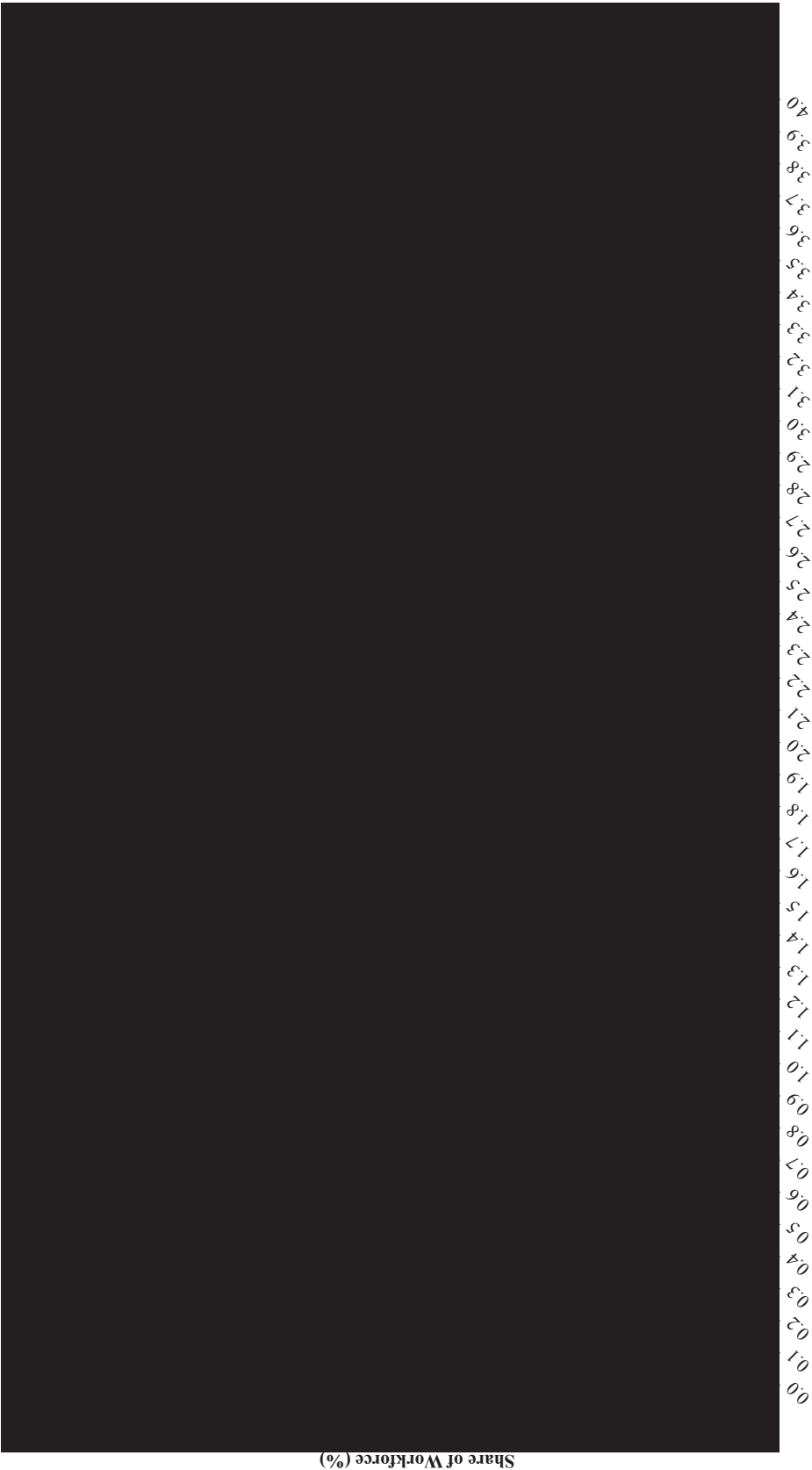
Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Notes: Excludes a total of 1,239 employee(s) with no equity grants.
Excludes a total of 9 employee(s) with a ratio greater than 4.
Includes 1,951 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

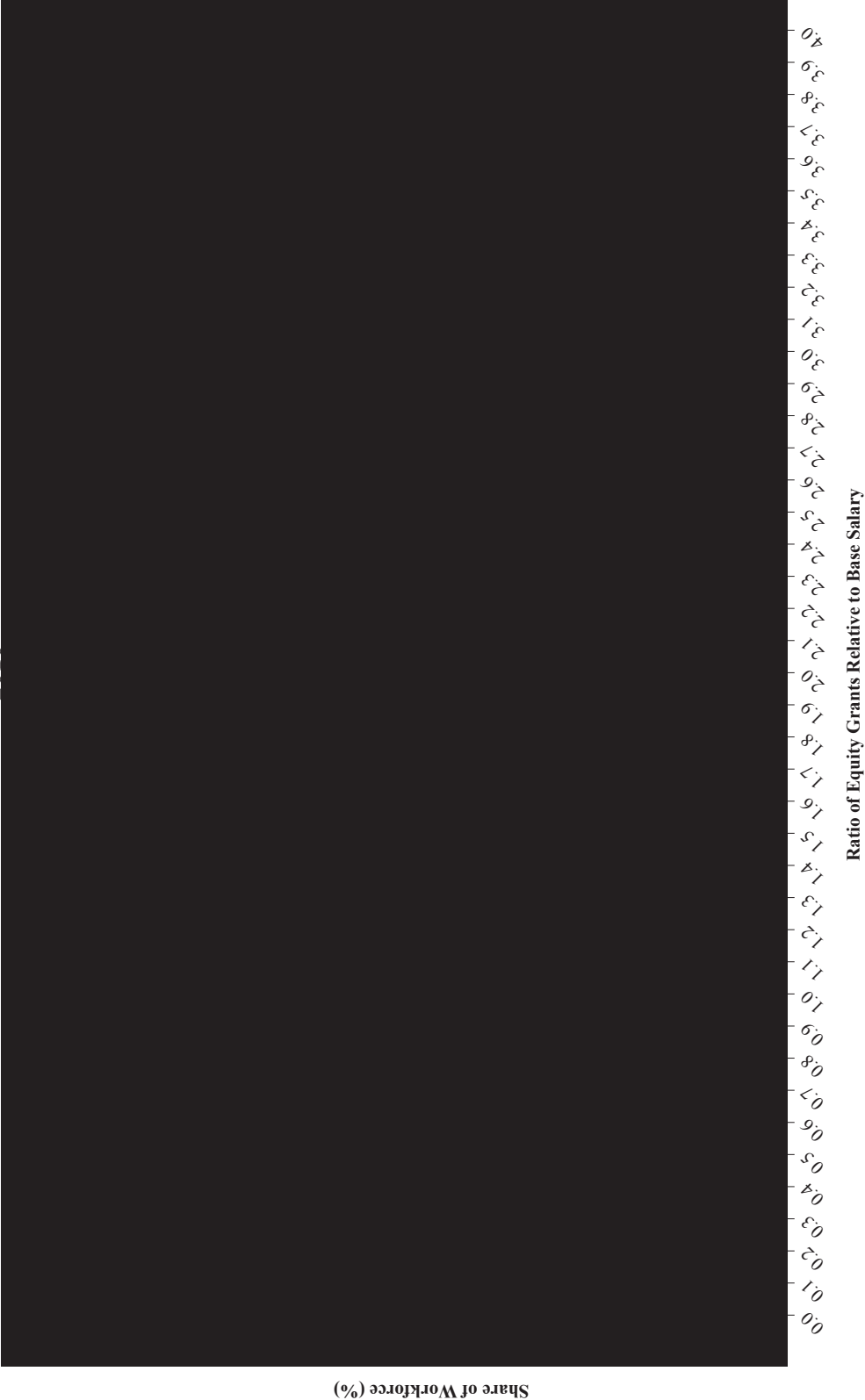
Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 1,392 employee(s) with no equity grants.
Excludes a total of 8 employee(s) with a ratio greater than 4.
Includes 2,350 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Notes: Excludes a total of 1,288 employee(s) with no equity grants.
Excludes a total of 5 employee(s) with a ratio greater than 4.
Includes 3,244 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class



Share of Workforce (%)

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 1,134 employee(s) with no equity grants.
Excludes a total of 4 employee(s) with a ratio greater than 4.
Includes 3,988 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2005



Percent (%)

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

Ratio of Restricted Stock and Stock Options Relative to Base Salary

Notes: Excludes a total of 1,198 employee(s) with no stock or option grant.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 805 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2006



Percent (%)

Ratio of Restricted Stock and Stock Options Relative to Base Salary

Notes: Excludes a total of 1,383 employee(s) with no stock or option grant.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 953 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2007

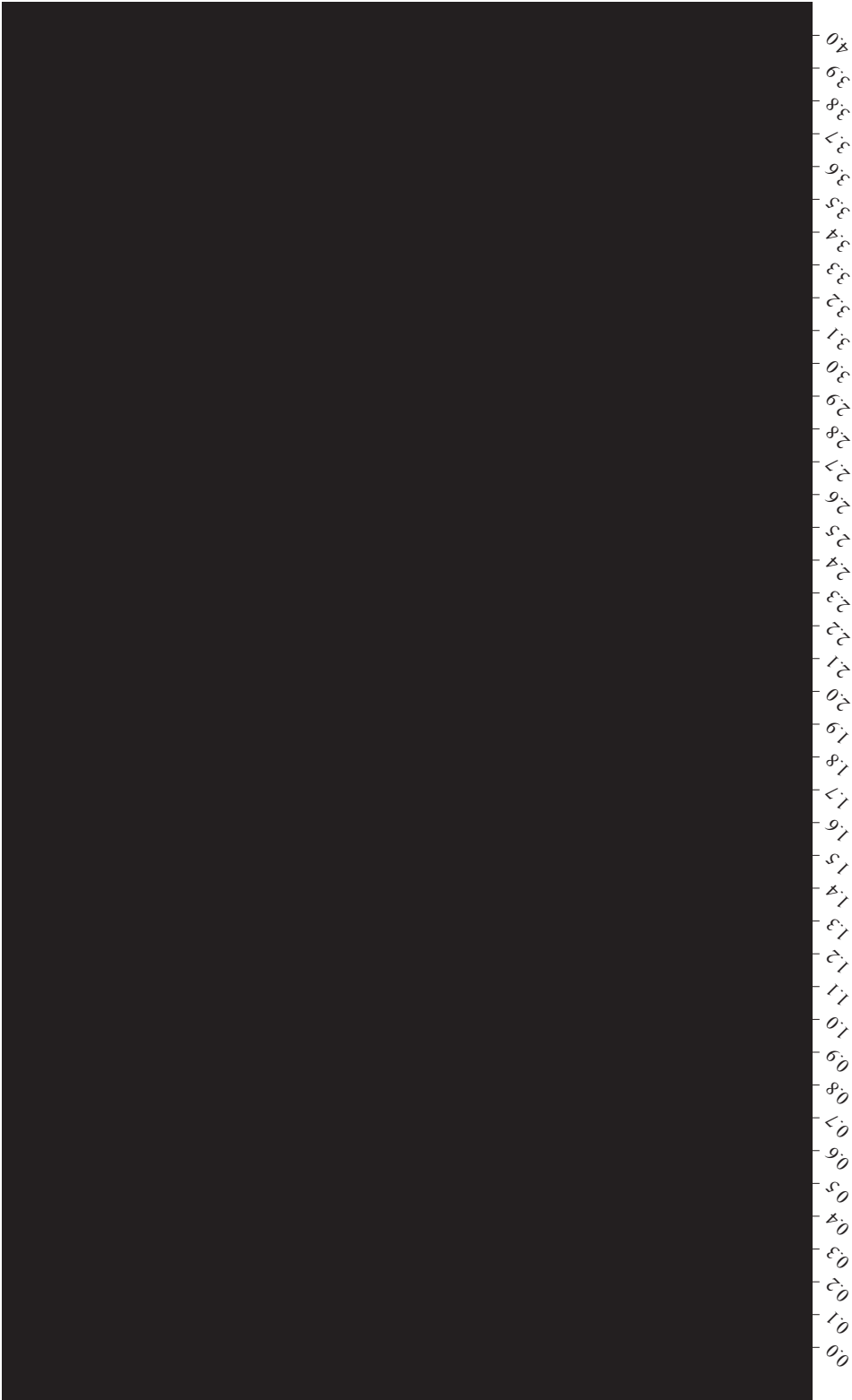


Ratio of Restricted Stock and Stock Options Relative to Base Salary

Notes: Excludes a total of 1,271 employee(s) with no stock or option grant.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 1,473 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class

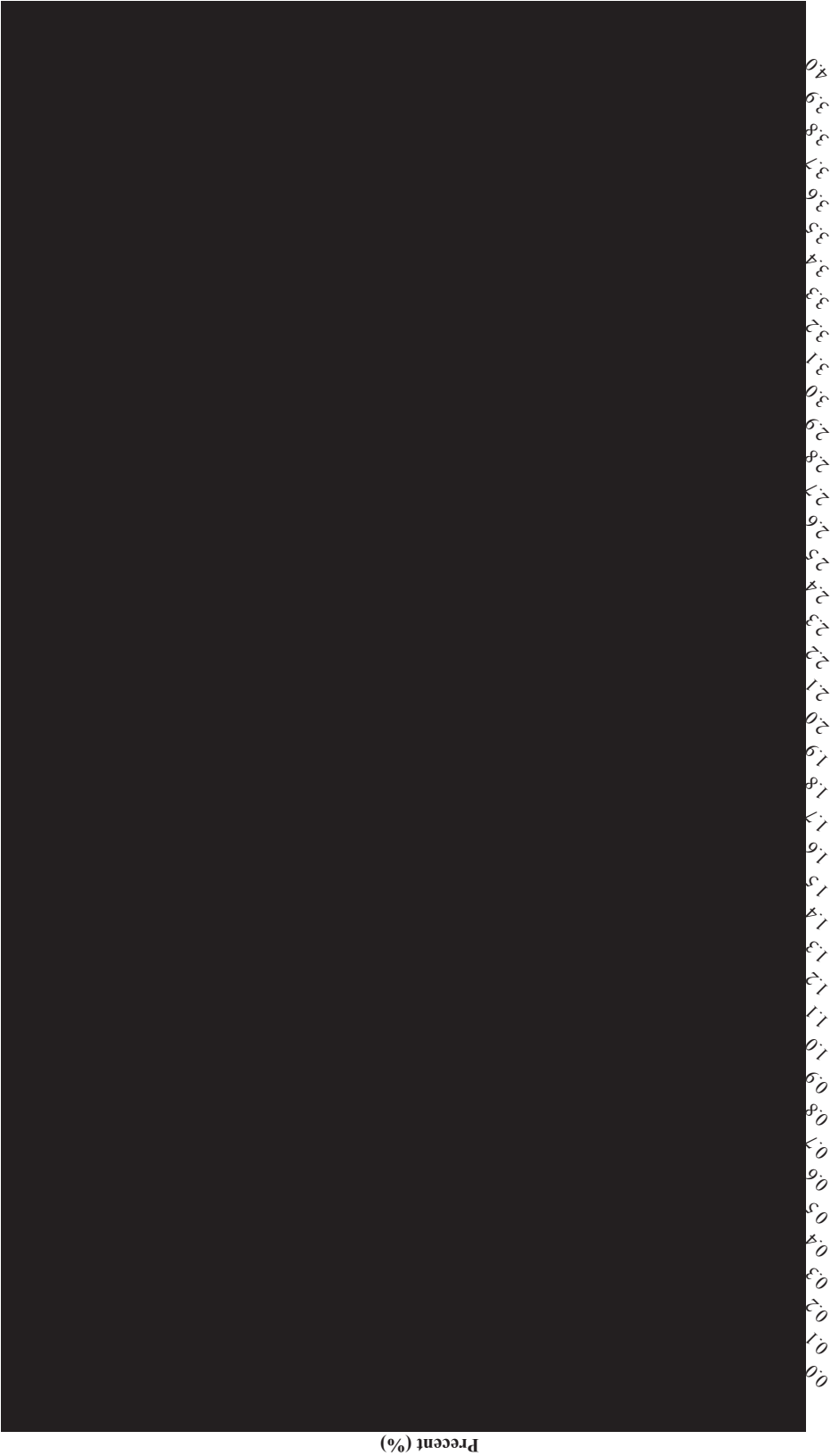


Ratio of Restricted Stock and Stock Options Relative to Base Salary

Notes: Excludes a total of 1,239 employee(s) with no stock or option grant.
Excludes a total of 9 employee(s) with a ratio greater than 4.
Includes 1,951 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2009



Notes: Excludes a total of 1,392 employee(s) with no stock or option grant.
Excludes a total of 8 employee(s) with a ratio greater than 4.
Includes 2,350 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2010



Percent (%)

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

Ratio of Restricted Stock and Stock Options Relative to Base Salary

Notes: Excludes a total of 1,288 employee(s) with no stock or option grant.
Excludes a total of 5 employee(s) with a ratio greater than 4.
Includes 3,244 employee(s) in the class.
Source: Dr. Leamer's backup.

Highly Confidential

Appendix C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2011



0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0 1.1 1.2 1.3 1.4 1.5 1.6 1.7 1.8 1.9 2.0 2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 3.0 3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0 5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9 6.0 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 7.0 7.1 7.2 7.3 7.4 7.5 7.6 7.7 7.8 7.9 8.0 8.1 8.2 8.3 8.4 8.5 8.6 8.7 8.8 8.9 9.0 9.1 9.2 9.3 9.4 9.5 9.6 9.7 9.8 9.9 10.0

Ratio of Restricted Stock and Stock Options Relative to Base Salary

Notes: Excludes a total of 1,134 employee(s) with no stock or option grant.
Excludes a total of 4 employee(s) with a ratio greater than 4.
Includes 3,988 employee(s) in the class.
Source: Dr. Leamer's backup.

Appendix C5

Intel -

Performance Rating by Year for Uniquely Rewarded Class Members and Their Peers Technical, Creative and R&D Class

Year	Performance Rating	Uniquely Rewarded Members	Other Members	Total

Note: Uniquely rewarded members are defined as employees with total compensation greater than \$150,000 and more than 15% in restricted stock and options

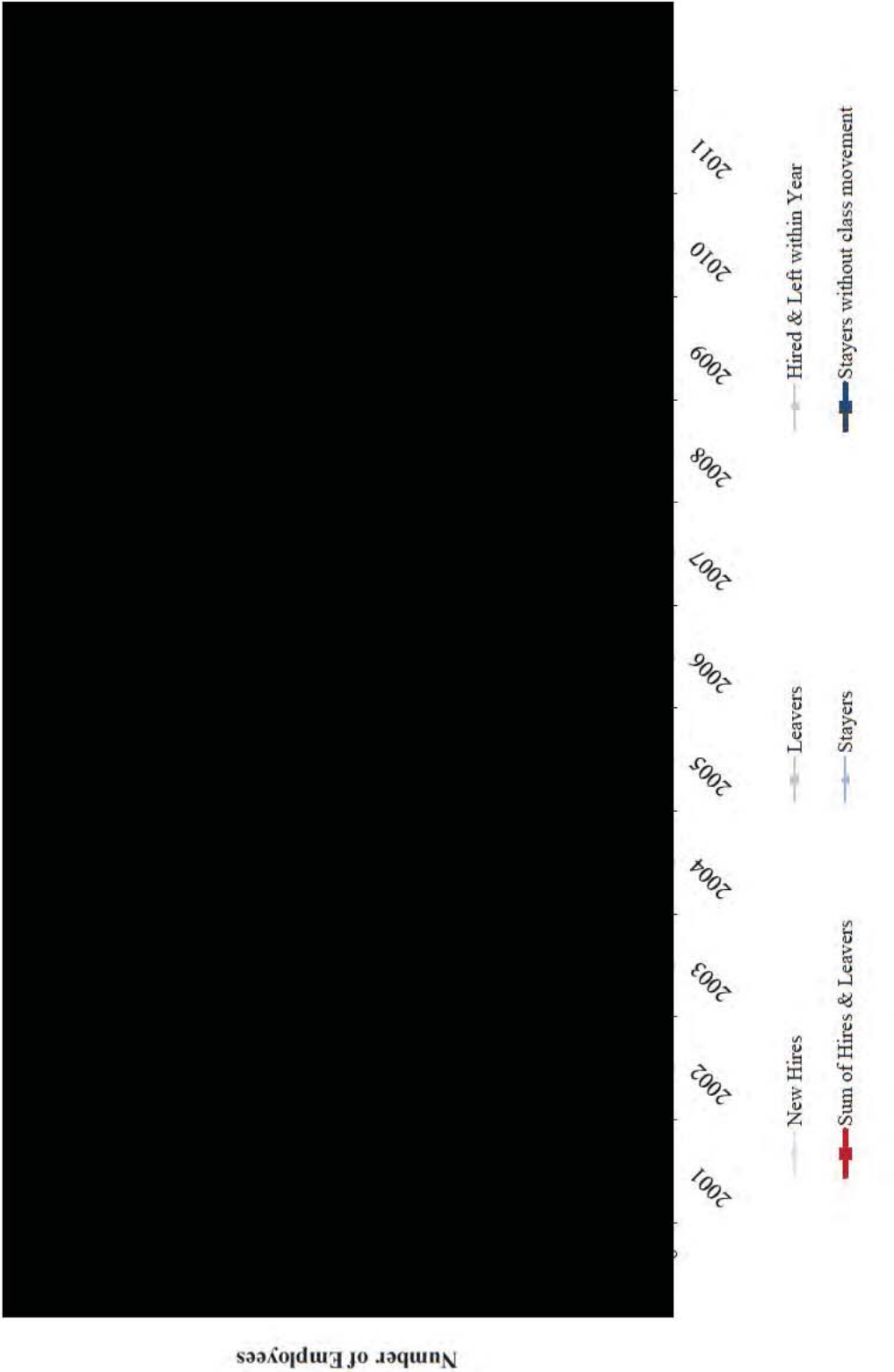
Source: Dr. Leamer's backup.

Appendix D1
Hires from Other Defendants as a Share of All Hires
Technical, Creative and R&D Class
2001 - 2011

Year	New Hires From Other Defendants	All New Hires	New Hires from Other Defendants as a Share of All New Hires
2001	20	4,215	0.5 %
2002	12	2,259	0.5
2003	14	2,032	0.7
2004	21	3,871	0.5
2005	53	7,576	0.7
2006	57	5,517	1.0
2007	76	5,039	1.5
2008	57	5,187	1.1
2009	42	2,775	1.5
2010	116	6,114	1.9
2011	109	8,125	1.3
Total	577	52,710	1.1 %

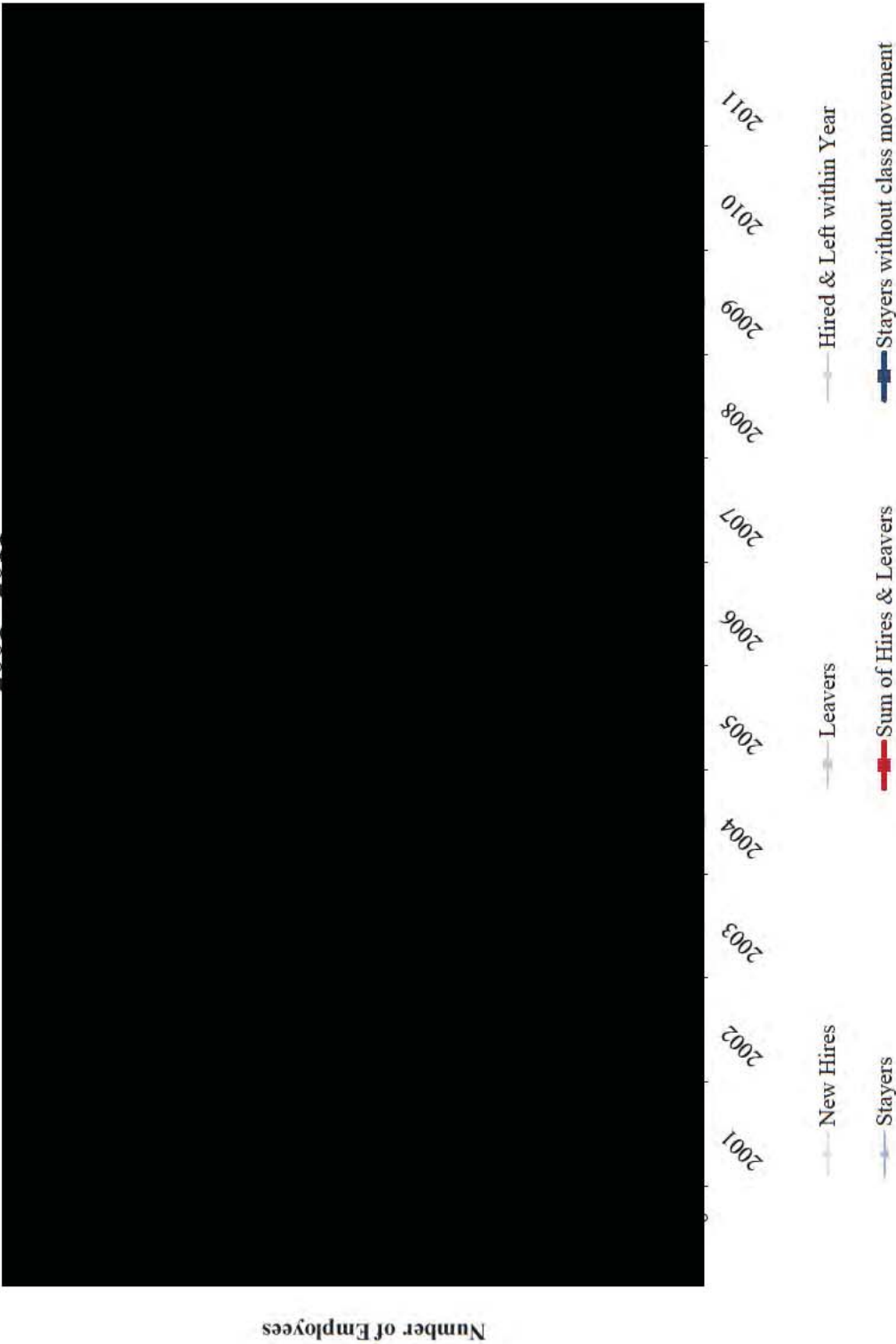
Source: Dr. Leamer's backup.

Appendix D2
Adobe Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



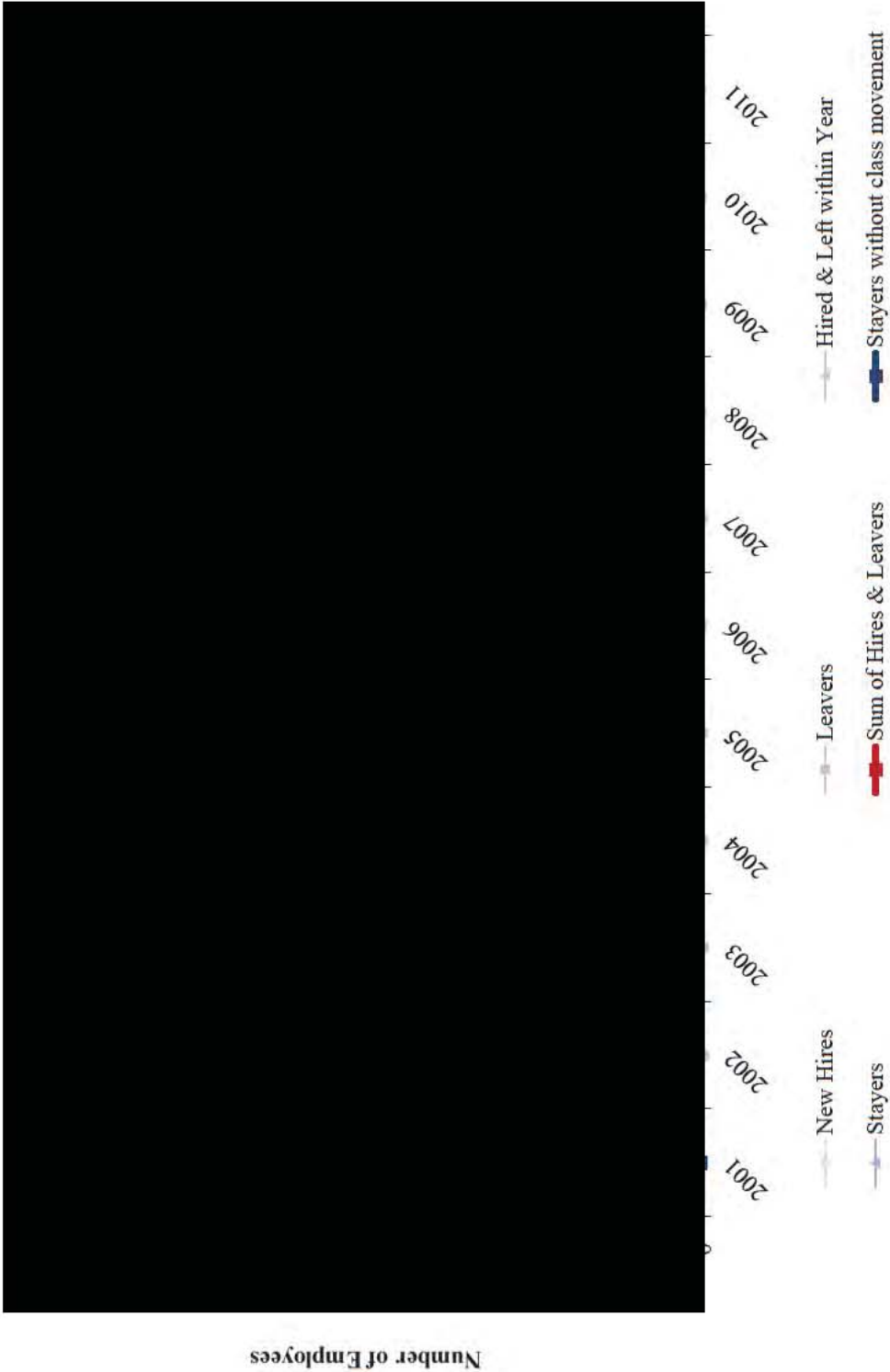
Source: Dr. Leanner's backup.

Appendix D2
Apple Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



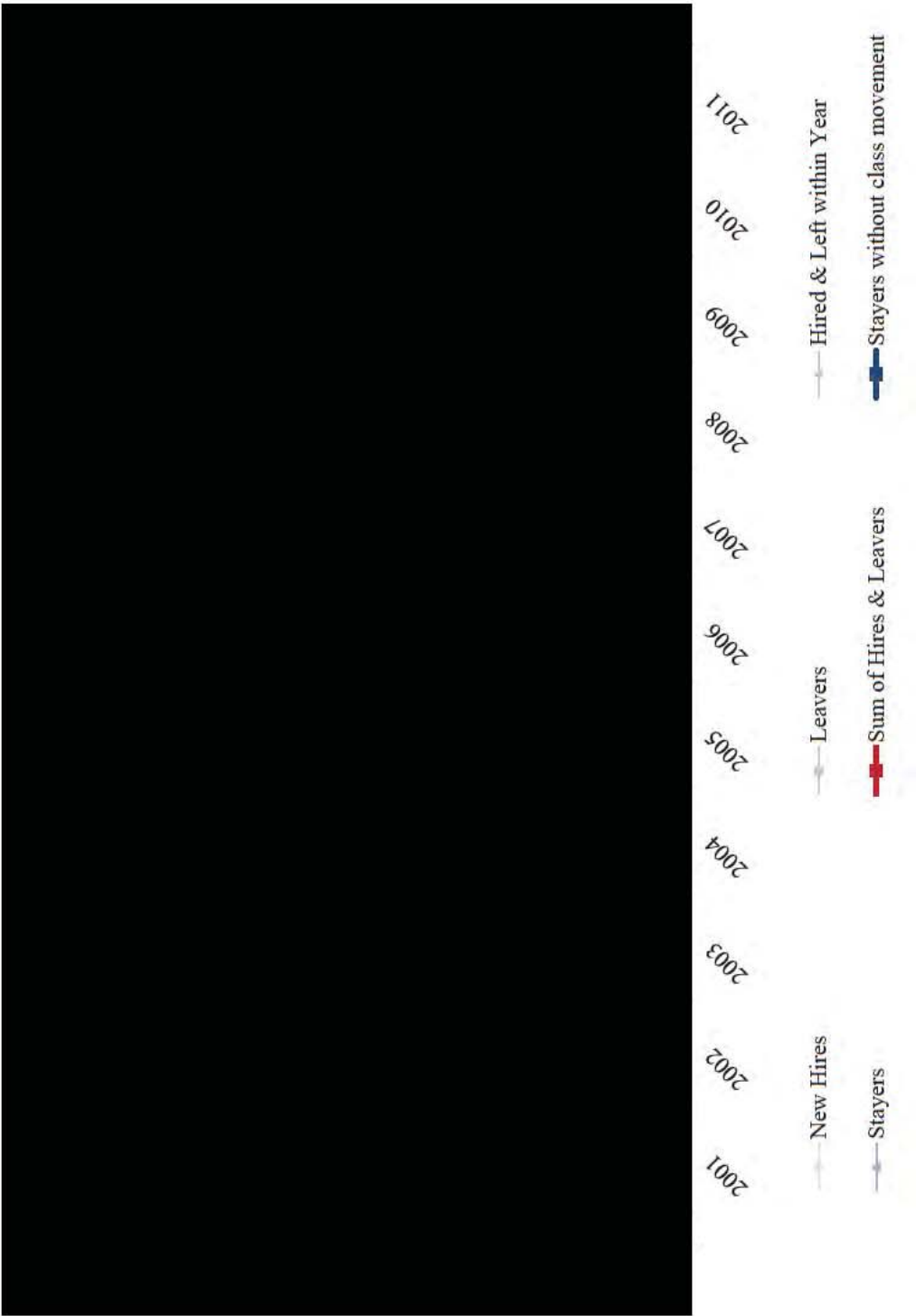
Source: Dr. Leamer's backup.

Appendix D2
Google Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



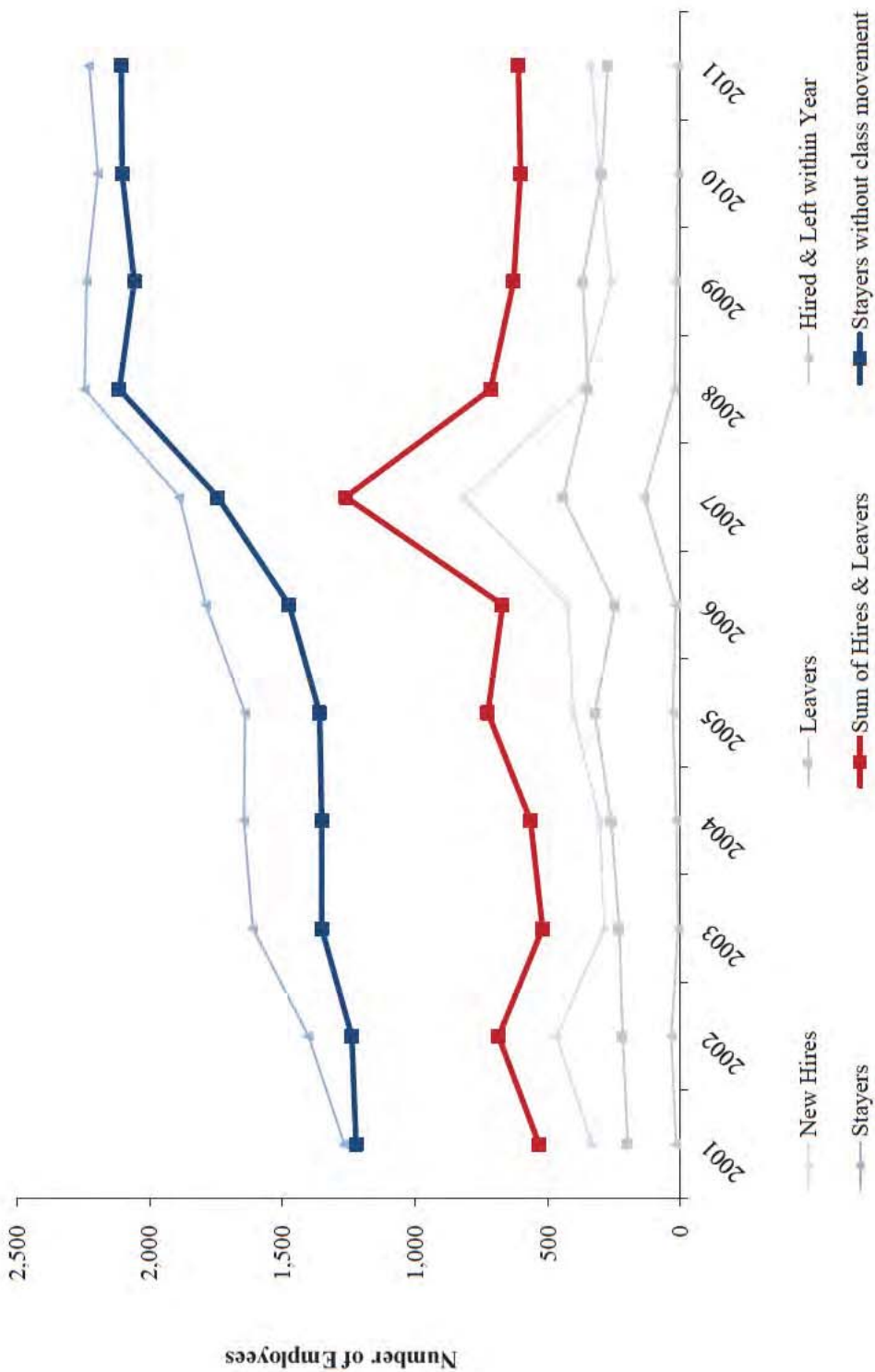
Source: Dr. Leamer's backup.

Appendix D2
Intel Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



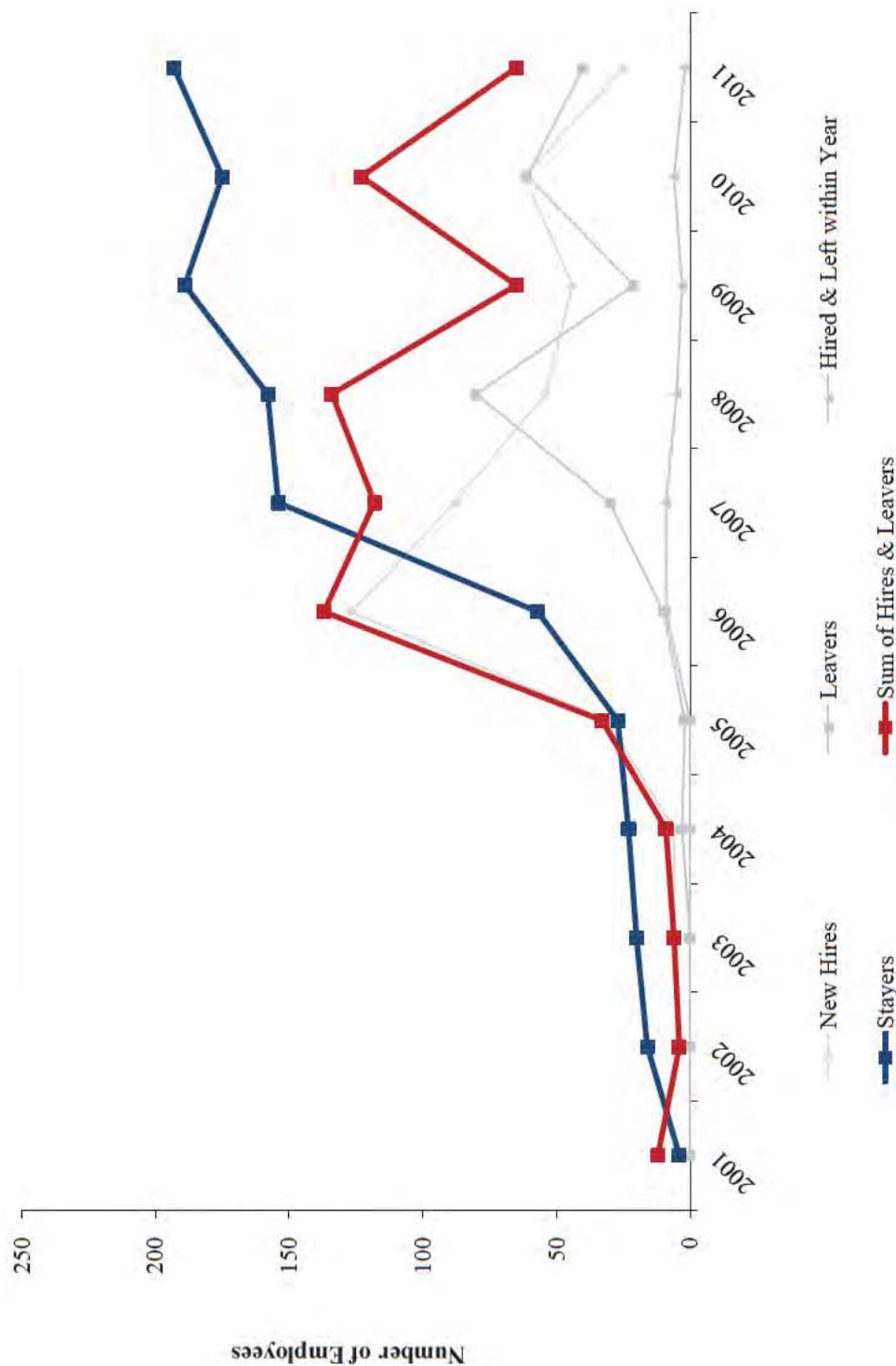
Source: Dr. Leamer's backup.

Appendix D2
Intuit Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



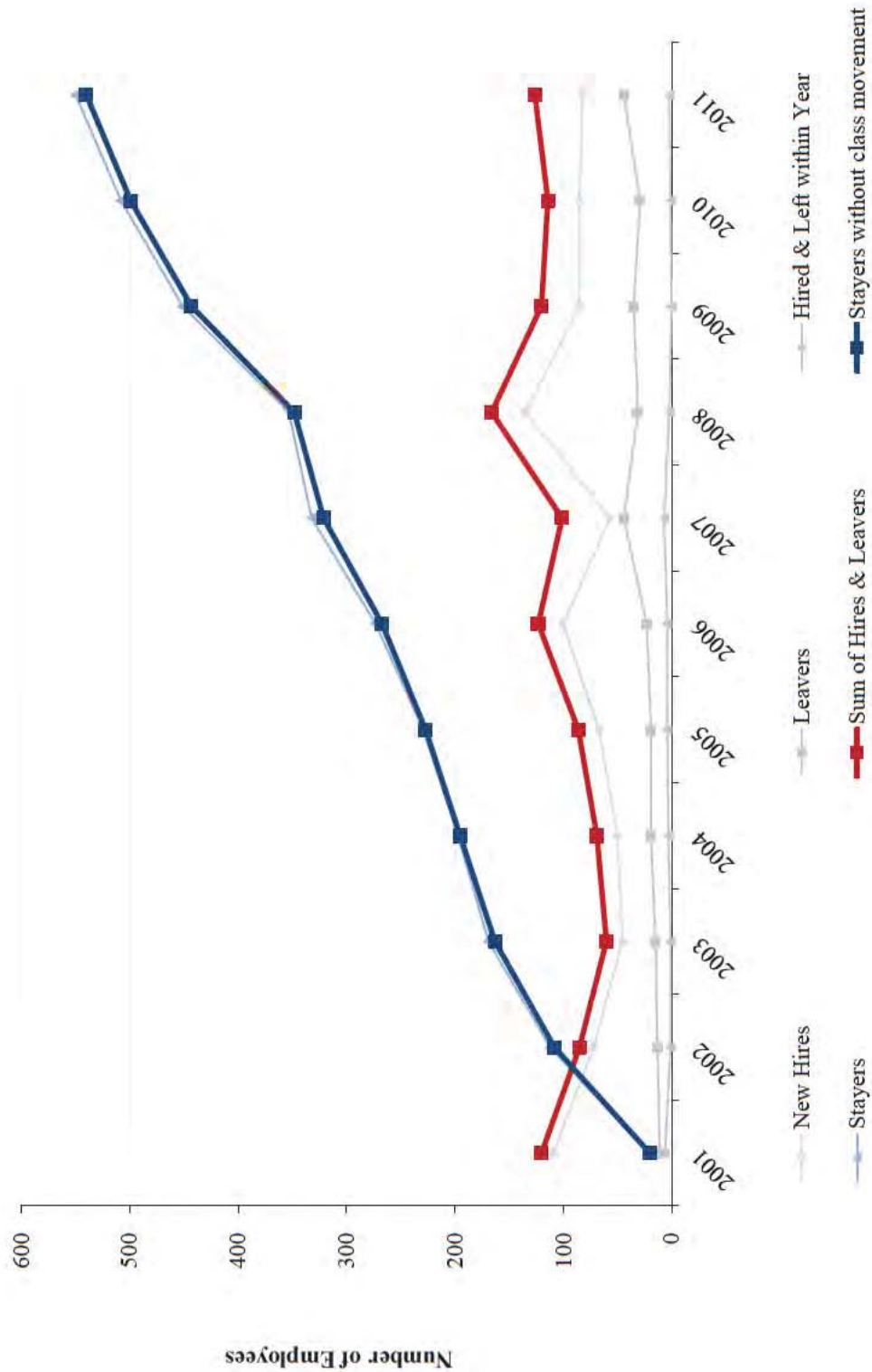
Source: Dr. Leamer's backup.

Appendix D2
Lucasfilm Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



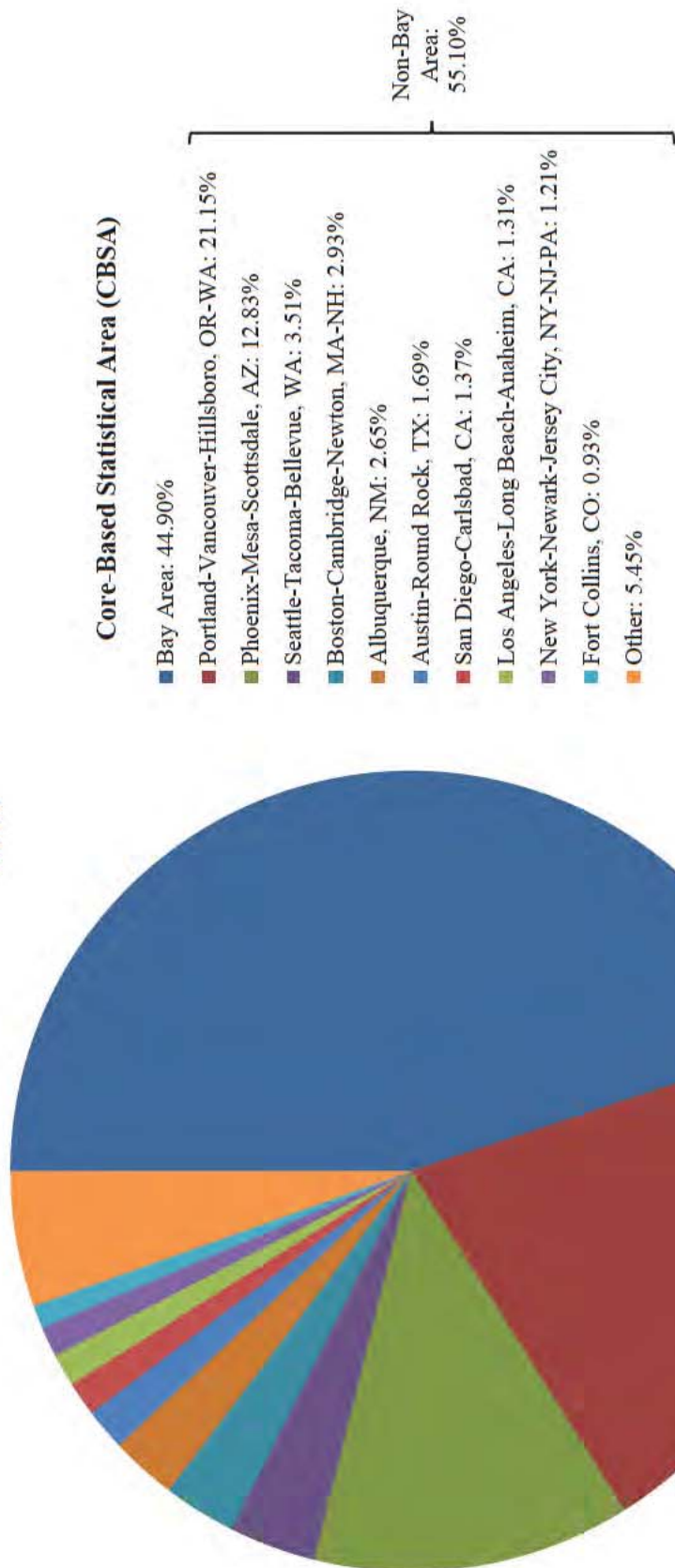
Source: Dr. Leamer's backup.

Appendix D2
Pixar Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



Source: Dr. Leamer's backup.

Appendix E1
Employee Concentration by Core-Based Statistical Area
Adobe, Apple, Google, Intel, Intuit, Lucasfilm, and Pixar
Technical, Creative and R&D Class
2007



Notes: California CBSAs Sacramento (10.73%), San Francisco (4.36%), San Jose (29.76%), and Santa Rosa (0.05%) are combined into "Bay Area."
CBSAs with less than 0.50% share and employees without an identified CBSA are combined into "Other."

Source: Dr. Leamer's backup.

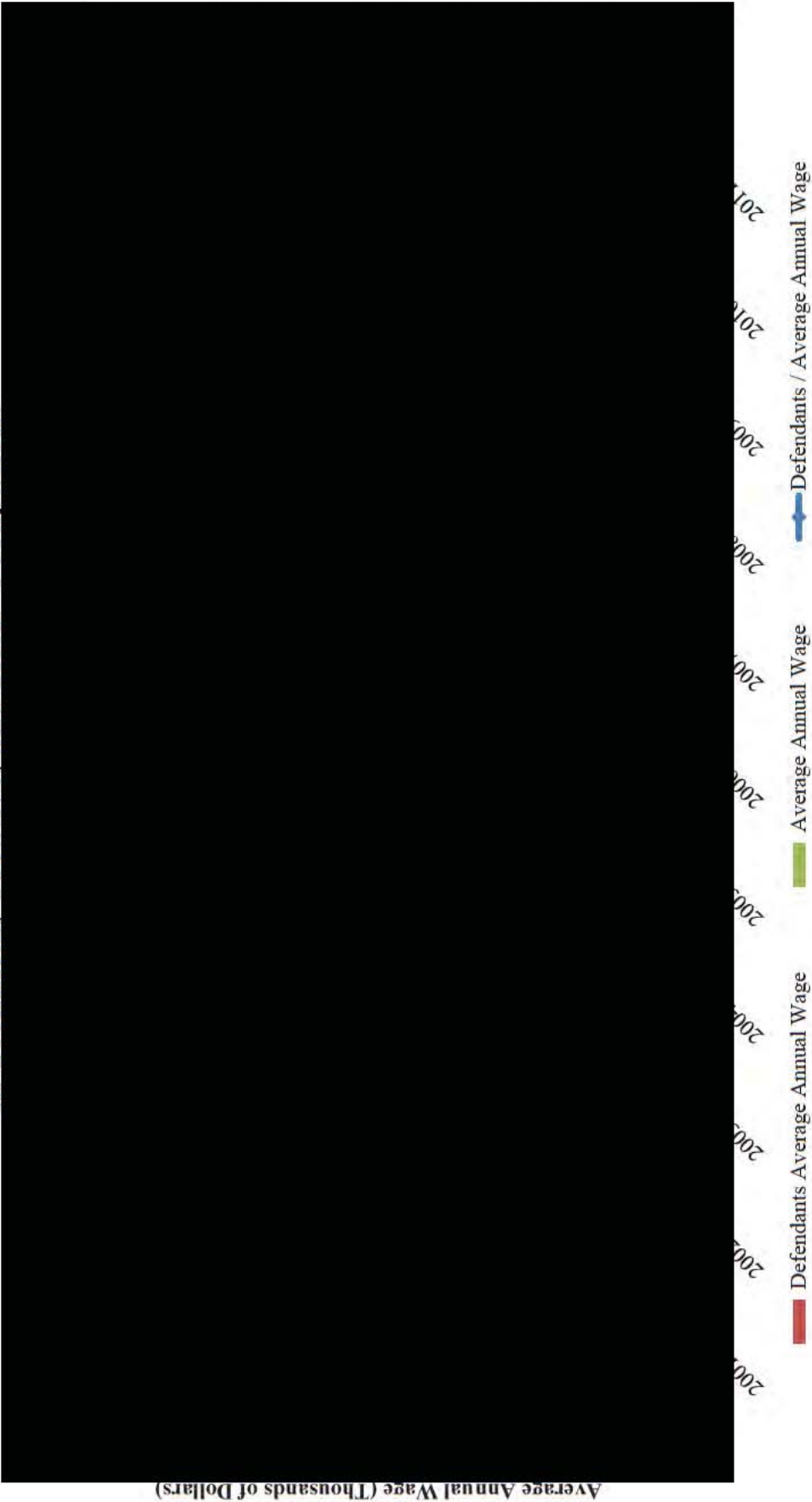
Appendix E2
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
USA, 2001-2011



Note: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1143, 15-1144, 15-1145, 15-1146, 15-1147, 15-1148, 15-1149, 15-1153, 15-1154, 15-1155, 15-1156, 15-1157, 15-1158, 15-1159, 15-1160, 15-1161, 15-1162, 15-1163, 15-1164, 15-1165, 15-1166, 15-1167, 15-1168, 15-1169, 15-1170, 15-1171, 15-1172, 15-1173, 15-1174, 15-1175, 15-1176, 15-1177, 15-1178, 15-1179, 15-1180, 15-1181, 15-1182, 15-1183, 15-1184, 15-1185, 15-1186, 15-1187, 15-1188, 15-1189, 15-1190, 15-1191, 15-1192, 15-1193, 15-1194, 15-1195, 15-1196, 15-1197, 15-1198, 15-1199, 17-2061, 27-1014, and 27-1024.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Learner's backup.

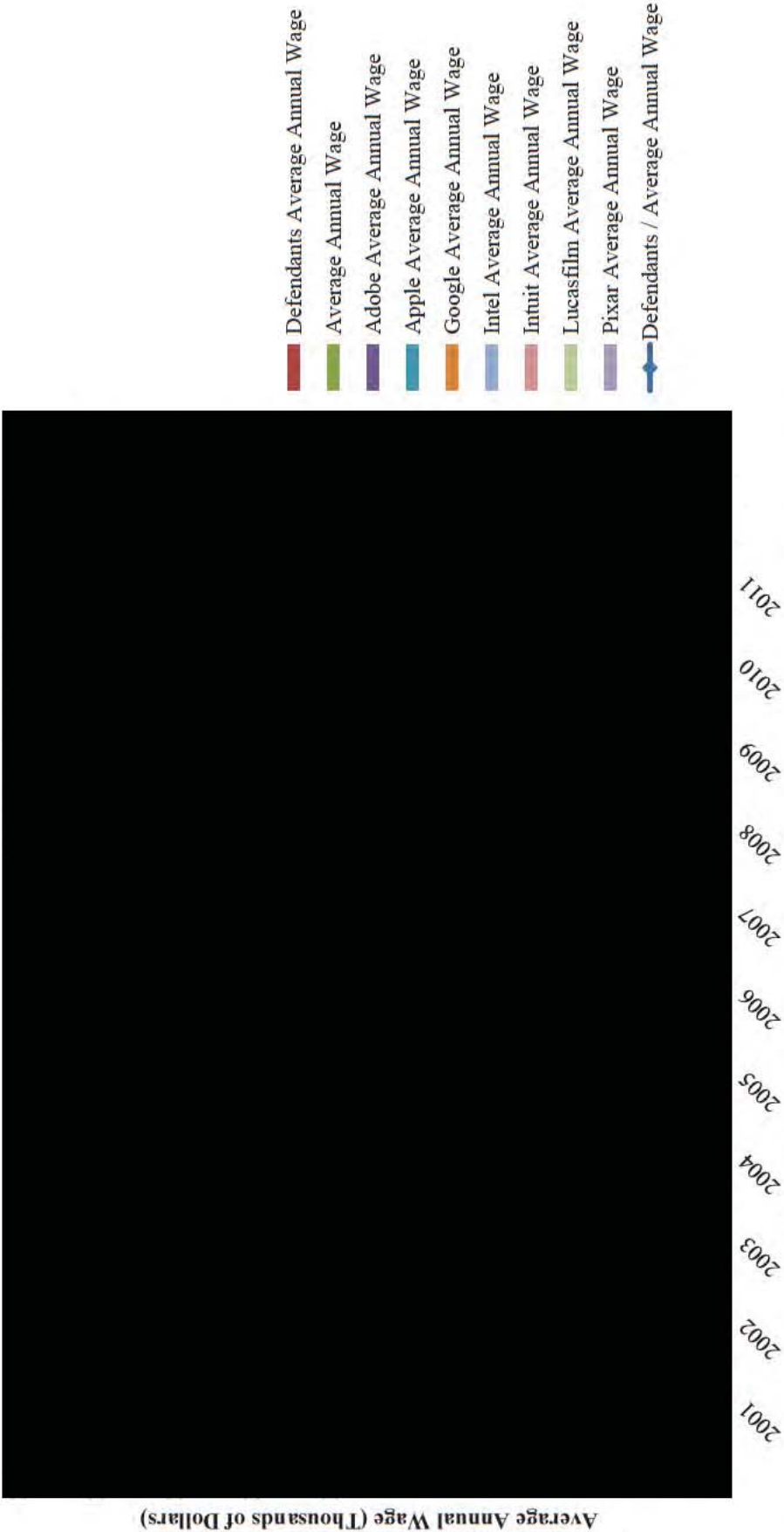
Appendix E3
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations



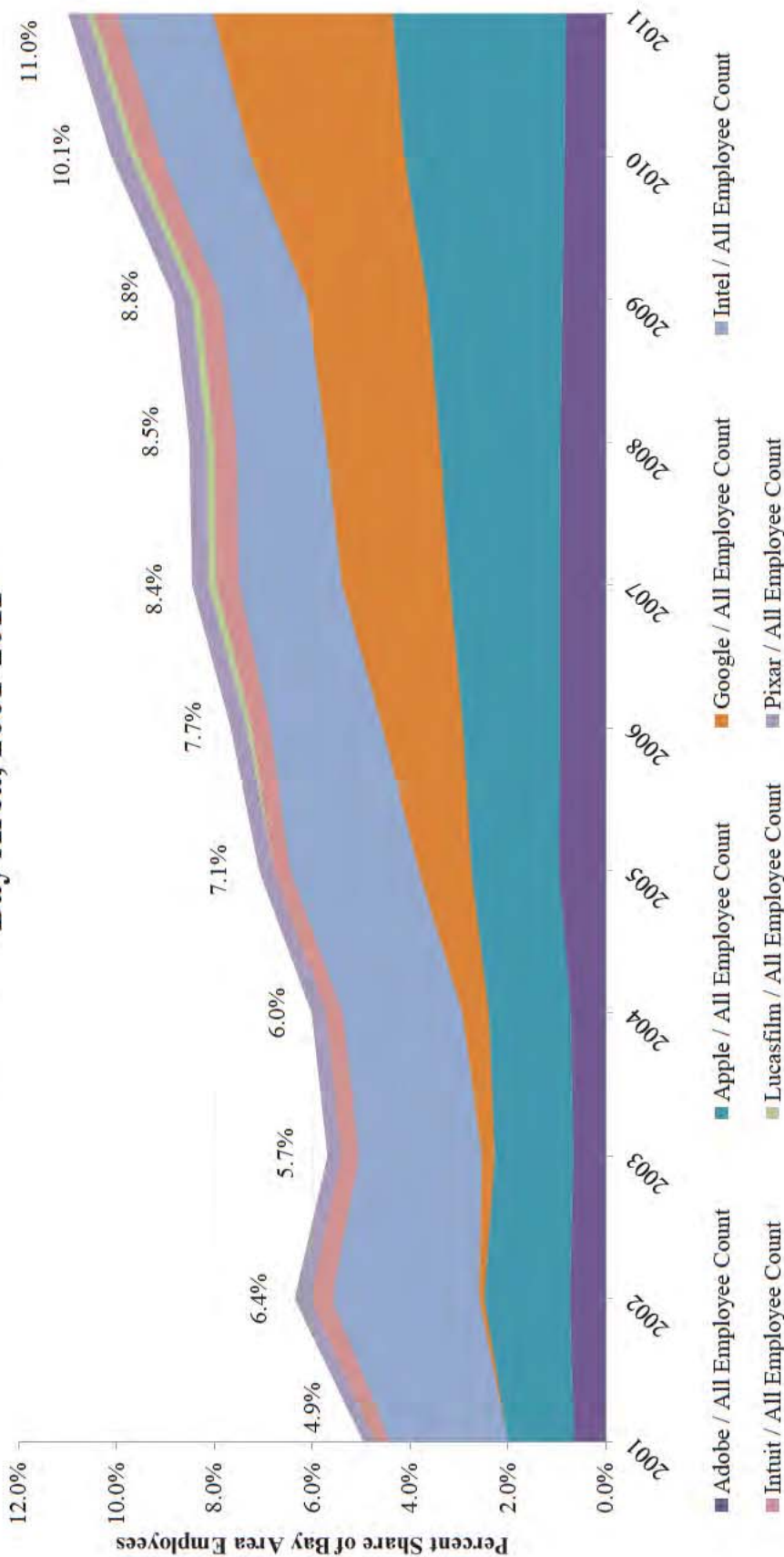
Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area. Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, hazardous-duty pay, hazardous-duty pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements. Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Appendix E3
Defendants Employment vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
USA, 2001-2011



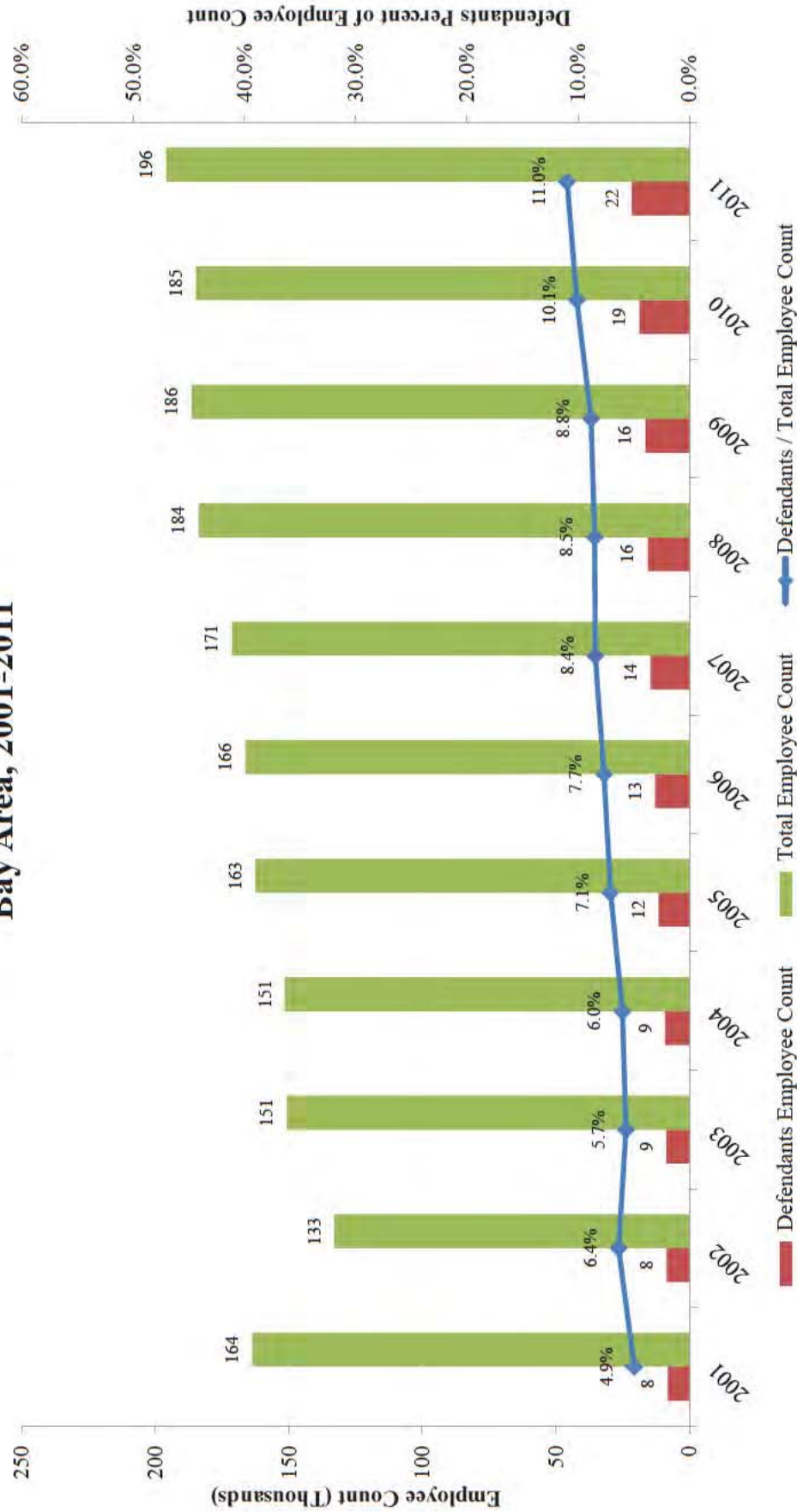
Appendix E4
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Bay Area, 2001-2011



Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1179, 15-1181, 15-1182, 15-1134, 15-1143, 15-1099, 15-1199, 17-2061, 27-1014, and 27-1024. Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Appendix E5
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Bay Area, 2001-2011

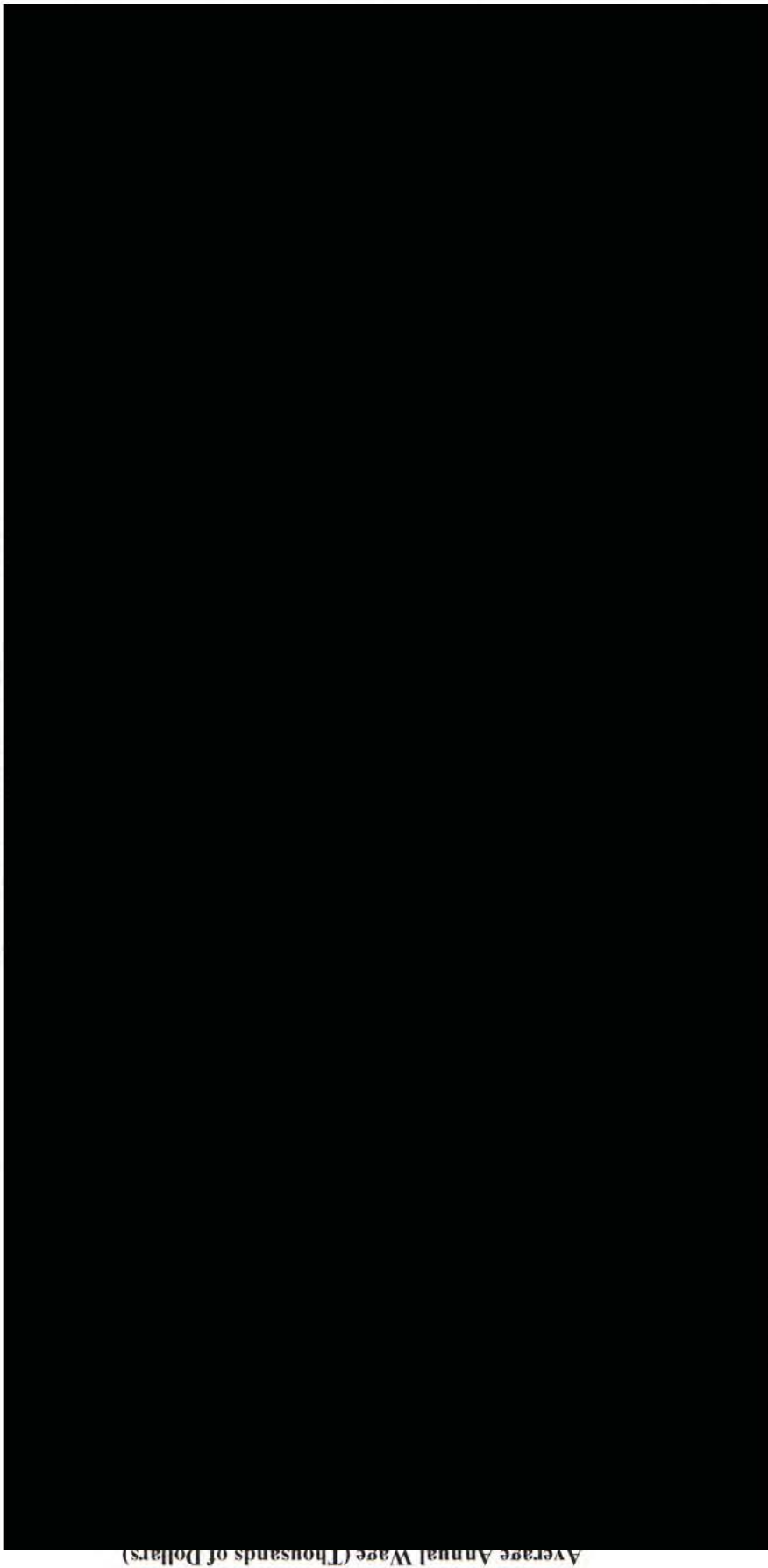


Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 17-2061, 27-1014, and 27-1024. Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Appendix E6

Defendants Base Salary vs. Average Annual Wages in Technical, Creative, and R&D Occupations



Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.

Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.

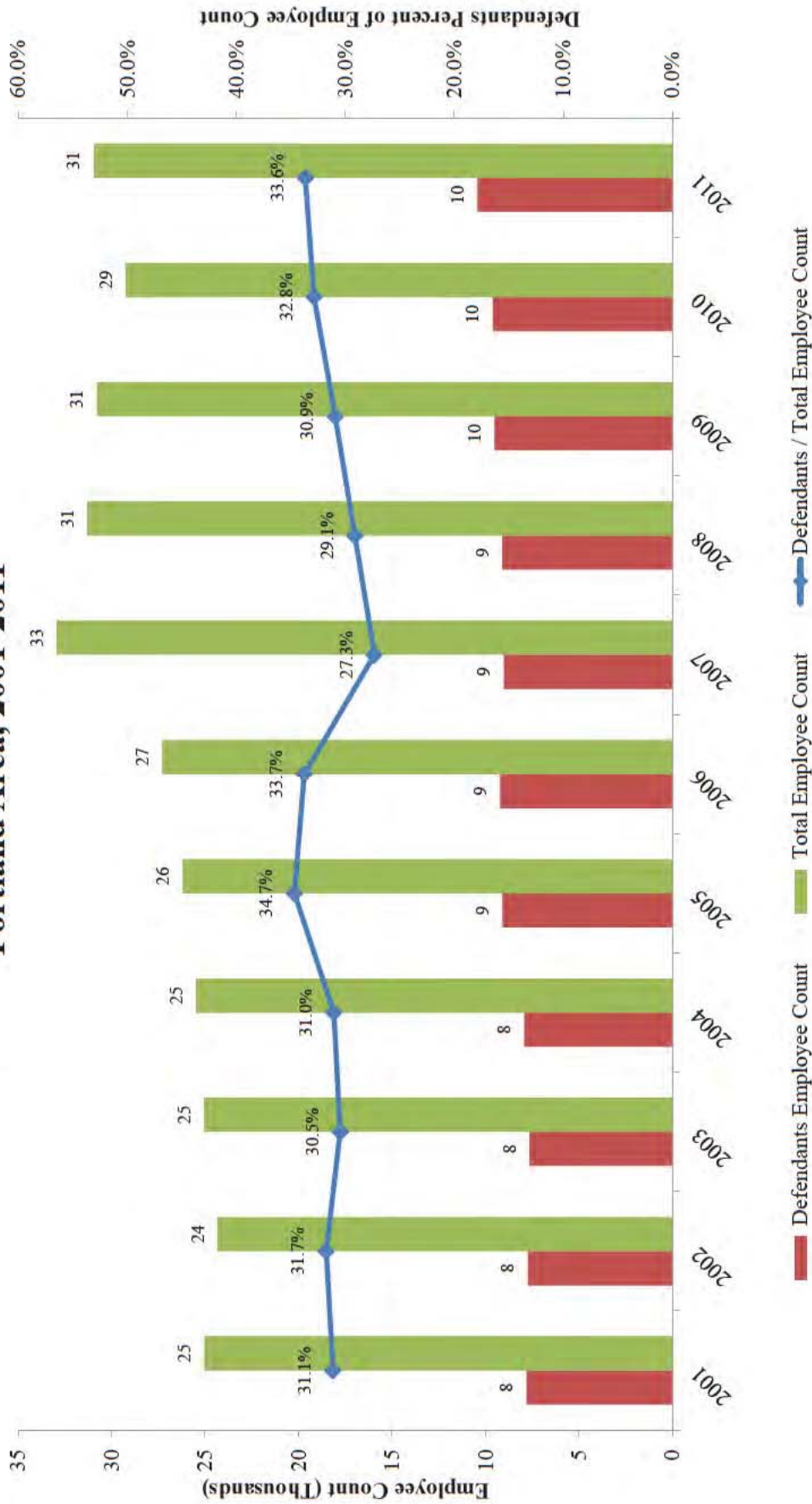
Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.

Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.

Dr. Leamer's backup.

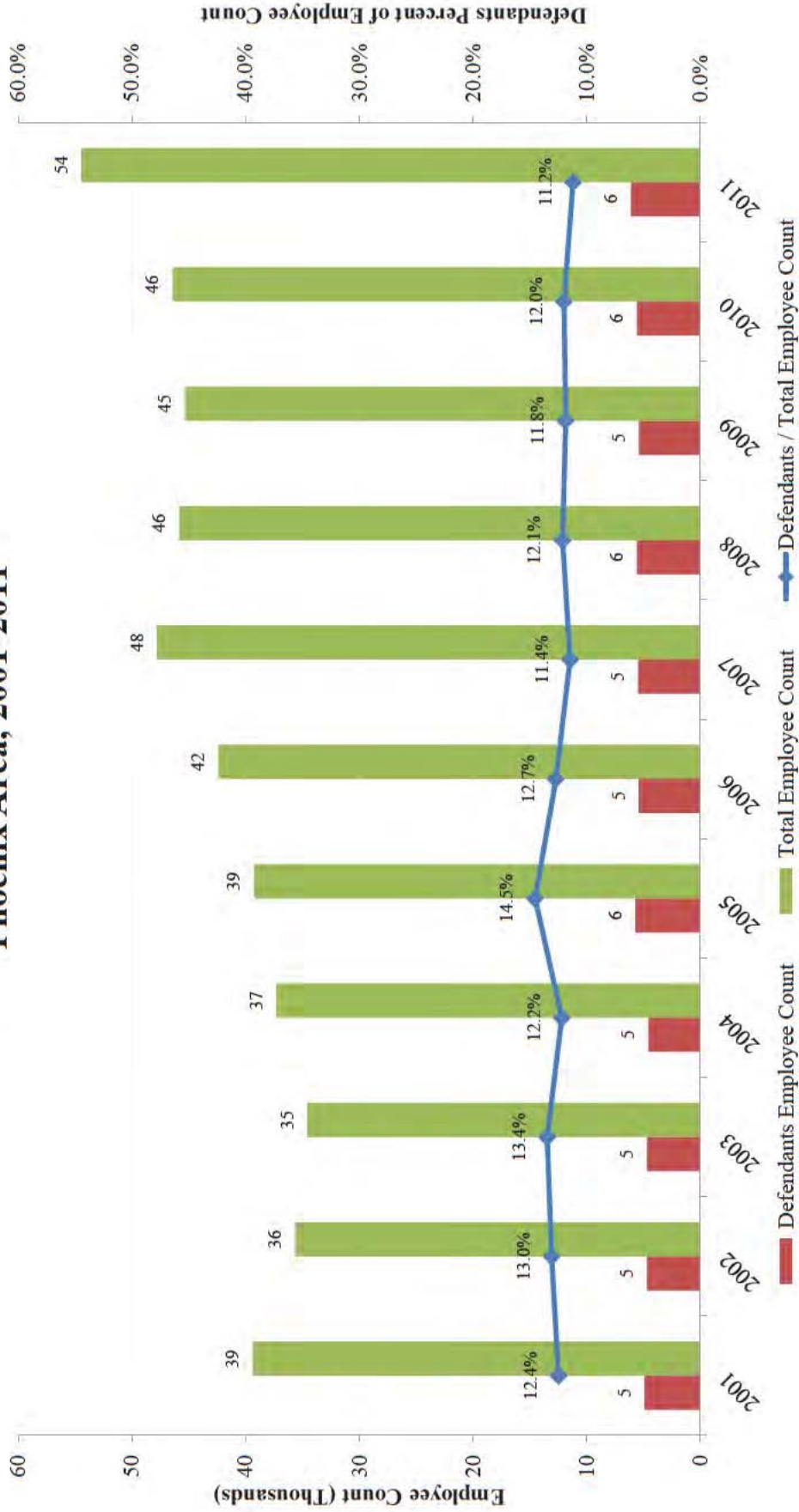
Appendix E7
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Portland Area, 2001-2011



Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Portland Area comprised of Portland-Vancouver, OR-WA PMSA, Portland-Vancouver-Beaverton, OR-WA, and Portland-Vancouver-Hillsboro, OR-WA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

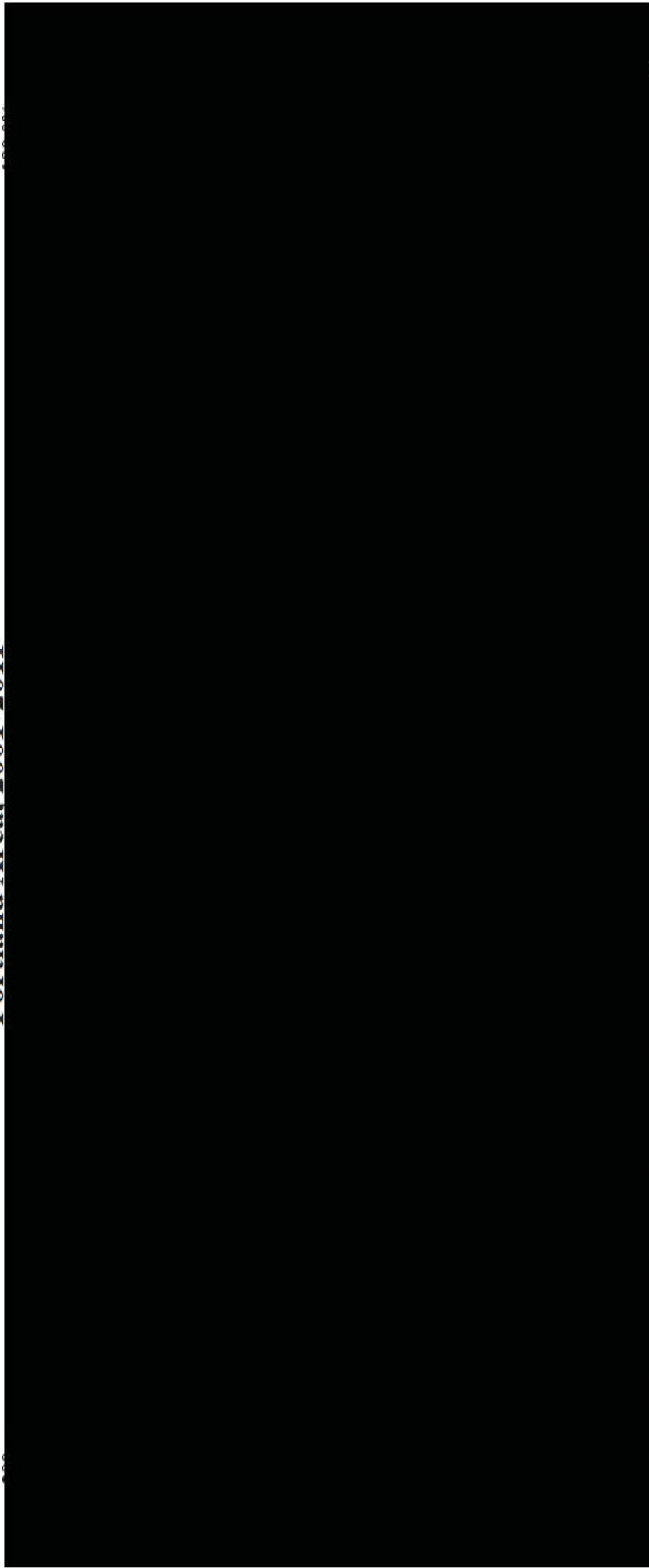
Appendix E8
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Phoenix Area, 2001-2011



Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Phoenix Area comprised of Phoenix-Mesa, AZ MSA, Phoenix-Mesa-Scottsdale, AZ, and Phoenix-Mesa-Glendale, AZ.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

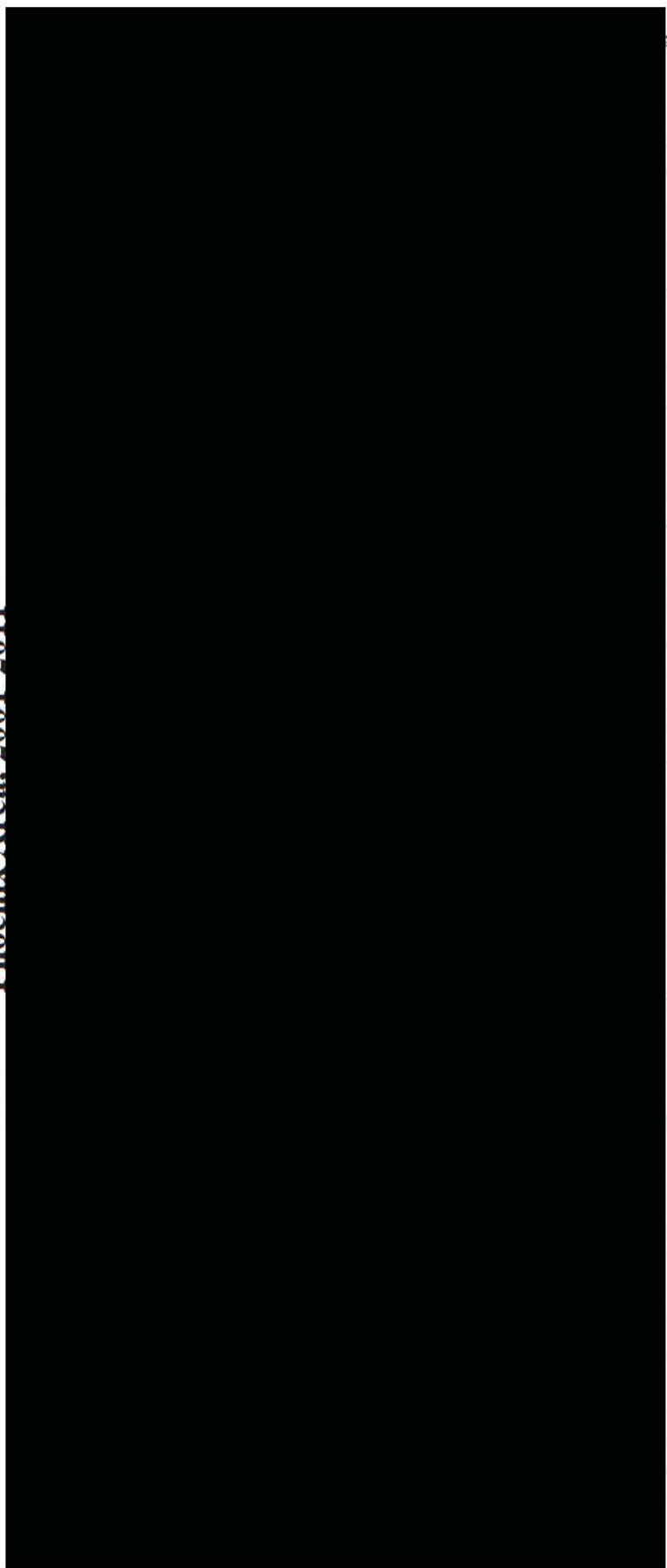
Appendix E9
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Portland Area, 2001-2011



Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area. Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements. Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Portland Area comprised of Portland-Vancouver, OR-WA PMSA, Portland-Vancouver-Beaverton, OR-WA, and Portland-Vancouver-Hillsboro, OR-WA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Appendix E10
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Phoenix Area, 2001-2011



Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area. Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements. Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Phoenix Area comprised of Phoenix-Mesa, AZ MSA, Phoenix-Mesa-Scottsdale, AZ, and Phoenix-Mesa-Glendale, AZ.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.